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

D.Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

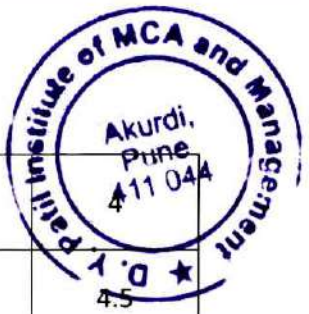
List of Students Placed in Academic Year 2021-22

Course – Master of Computer Applications

Sr. No.	Name of student	Name of the employer with contact details	Package
1	Amey Pethkar	Capgemini Ph No. 91221444283	3
2	AKASH RAJARAM RANE	BOSCH, Tel: +91 80 6657-4199	4.5
3	Amit Mane	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
4	ANIKET JAYSHRIRAM UKE	BOSCH, Tel: +91 80 6657-4199	4.5
5	Amol Hire	eClerx Ph No. 020 4027 7990	5.5
6	ANUSHRUTI RAJU BAVASKAR	Intelliswift Phone: 020 4913 8009	4.5
7	Aniket Karanjikar	Sankeya Solutions Phone: 082916 45656	3.2
8	ARTI VISHWAS DHAGE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
9	Aparna Likhitkar	Zentest Phone: 020 6761 0400	1.44
10	CHITRA AIREN	Intelliswift Phone: 020 4913 8009/ iauro Systems Pvt Ltd Phone: 084464 08585	3.5
11	Ashwathi Pillai	Furecia India PVT Limited Phone: 020 6614 9500	3.5
12	GAYATRI NARAYANDAS TELA	BOSCH, Tel: +91 80 6657-4199	4.5
13	KISHOR BHUSHAN PATIL	TCS Phone: 022 6778 9098	2
14	Divya Shrivastava	eClerx Ph No. 020 4027 7990	5.5



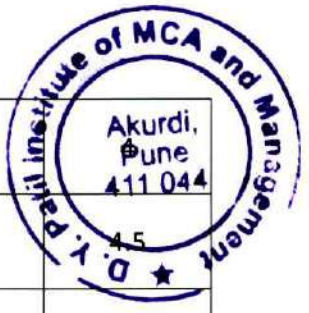
15	Ganesh Junnarkar	Plobal Apps Phone: 085540 86222	4
16	MAYURI DADASO SHIRKE	PTC Phone: 093061 67006	7.5
17	Hanmant Garad	Facile Services Phone: 020 4626 0000	3.5
18	NEHA NITIN PAWAR	mProve Phone: 020 4913 8112	3
19	PALLAVI JAGTAP	Autoplant Phone: 080997 77755	6.37
20	PANKAJ MOHAN DUBALE	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
21	Karan Kundalwal	Salecraft Global Solutions Phone: 020 4013 4000	5.5
22	PAYAL SACHIN VISPUTE	Vodafone Intelligent Solutions (VOIS) Phone, +91 20 4028 2424	6.2
23	PRADIP SHIVAJI SURVASE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
24	Krutika Halwadia	eClerx Ph No. 020 4027 7990	5.5
25	Kushal Magare	Pentagon Space Phone :+91 9901066669	2.4
26	Laxman Kavle	Tech Prime Labs Phone: 020 2421 8865	1.8
27	Mayur Yerawar	First insight software solutions Phone :800.920.1940	3.75
28	PRATHAMA SHINDE	Intelliswift Phone: 020 4913 8009	4.5
29	PRITAMSING RAVINDRASING PATIL	iauro Systems Pvt Ltd Phone: 084464 08585	3.5
30	NISHA SALUNKE	EPIQ Mobile: 9590212731	2.4
31	Pooja Singh	Decisivedge Phone: 03022 991 570	3.6
32	POONAM SOMANI	NSE IT Phone 022-42547600/S7M	2.4
33	Pradnya Khot	Capgemini Ph No. 91221444283	3
34	SANGRAM SUNIL UNHALE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436/iauro Systems Pvt Ltd	1.8



35	Pragati Wahane	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801/COllLabs	4
36	Prajakta Rasal	Labcorp Solutions Phone 800-845-6167	4.5
37	Prajakta Patil	Health Level Ph No. 8149335151	5
38	SAURAV SHYAM BORSE	Mobilloit, BOSCH, Tel: +91 80 6657-4199	4.5
39	PRAJWAL THOTE	BOSCH, Tel: +91 80 6657-4199	4.5
40	SURAJ ASHOK CHAUDHARI	iauro Systems Pvt Ltd Phone: 084464 08585	3.5
41	PRATIKSHA WAGHMARE	Coll Labs Phone: 020 2421 7755	1.2
42	SWAPNALI SHARAD MAPARE	Intelliswift Phone: 020 4913 8009	4.5
43	Priti Verma	Labcorp Solutions Phone 800-845-6167	4.5
44	SWAPNIL ASHOK SAINDANE	Glisten Software Pvt Ltd Phone: 098220 88071	1.8
45	TANVI RAJENDRA KUMKAR	Intelliswift Phone: 020 4913 8009	4.5
46	TANZILA AFREEN KHAN	Inspira Phone : +91224056999	4.8
47	TAYADE DIVYASHRI SUBHASH	Atos Phone : +912066349000	3.2
48	TIRANG BABASAHEB GANGARDE	Cognizant Phone: 020 4021 6000	3
49	Ravishankar Fulari	Abhyudaya HR Business Solutions PVT LTD Phone: 077997 68696	3.6
50	Rohit kore	Pentagon Space Phone :+91 9901066669	2.4
51	VISHAL SANJAY MALODE	Asset Vantage System Pvt Ltd, Phone : +912222873544	5.5
52	Rushikesh Thakare	Facile Services Phone: 020 4626 0000	4.5
53	VISHAL SURESH YADAV	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
54	AKASH BALASAHEB SHINDE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8

55	Saurabh Rathod	eClerx Ph No. 020 4027 7990	5.5
56	ANIL ARJUN WAGHMARE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
57	ANKITA PRAVIN GAUD	Mobilloit, BOSCH, Tel: +91 80 6657-4199	4.5
58	ANMOL KUMAR	BOSCH, Tel: +91 80 6657-4199	4.5
59	Shweta Ghadge	eClerx Ph No. 020 4027 7990	5.5
60	ARCHANA BALAJI MULE	Mobilloit, BOSCH, Tel: +91 80 6657-4199	4.5
61	DARSHANA SANDIP BHAVE	Intelliswift Phone: 020 4913 8009	4.5
62	Somnath Thorat	eClerx Ph No. 020 4027 7990	5.5
63	Sonali Kathar	Posit Source Technology , info@postisource.com	2.4
64	DIPTI RAJU BANSOD	BOSCH, Tel: +91 80 6657-4199	4.5
65	Supriya Kulkarni	Jato Dynamix, Gurgaon Contact india.enquiries@jato.com	4.5
66	GAYATRI SHARADCHANDRA ZAD	Intelliswift, BOSCH, Tel: +91 80 6657-4199	4.5
67	GHANSHYAM SHALIGRAM VAIRALKAR	Mobilloit, BOSCH, Tel: +91 80 6657-4199	4.5
68	Suyog Kulkarni	Posit Source Technology , info@postisource.com	2.4
69	GOUTAM AHIRWAR	Intelliswift Phone: 020 4913 8009	4.5
70	HARSH GHANSHYAM ADWANI	Accenture,Ph No. 912041451000	3.33
71	Tushar Yadav	eClerx Ph No. 020 4027 7990	5.5
72	Vaibhav Khare	Cyberscript IT soln Pvt Ltd +919860738727	1.2
73	HIMANI UPRETI	Saama Technologies (India) Pvt Ltd Phone: 020 6692 9000	4.2
74	JYOTI MADHUKAR PUND	Intelliswift Phone: 020 4913 8009	4.5

D. Y. Patil Institute of MCA and Management
Akurdi, Pune
411 044



75	VAISHNAVI MANDOKAR	Capgemini Ph No. 91221444283	
76	KIRAN RAMKISHAN PADOLE	BOSCH, Tel: +91 80 6657-4199	4.5
77	Viki Chaudhari	Posit Source Technology , info@postisource.com	3.4
78	KRISHAN KUMAR CHOUDHARY	iauro Systems Pvt Ltd Phone: 084464 08585	3.5
79	Vishal Bhurke	Kloud Technologies Limited Phone: 097671 02528	4
80	MAYUR KASHINATH KOTHAWADE	BOSCH, Tel: +91 80 6657-4199	4.5
81	NIKHIL JAGDISH GHARATE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436/iauro Systems Pvt Ltd Phone: 084464 08585	1.8
82	NILESH CHAJU JADHAV	Intelliswift Phone: 020 4913 8009	4.5
83	RAKSHA JHAGINIA	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
84	RITESH KUMAR	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
85	SHIVALIKA RAJIV SHRIVASTAVA	BOSCH, Tel: +91 80 6657-4199	4.5
86	SHRADDHA GAJANAN DESHMUKH	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
87	SHRUTI THULSIDAS NAIR	Intelliswift Phone: 020 4913 8009	4.5
88	SHUBHAM AJIT VEER	CEMTREX Lab Phone +912241122114	4.3
89	SHUBHANGI BHAUSAHEB HAJARE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
90	SIDDHESH ULHAS PATHAK	Intelliswift Phone: 020 4913 8009	4.5
91	SONALI GOVIND BALSURE	BOSCH, Tel: +91 80 6657-4199	4.5
92	SURAJ SUBHASHRAO DEVRAYE	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
93	TANAY DEEPAK SURVE	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801/ MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
94	VEENA UMESH PARATE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8

95	VIPUL NARESH RAMTEKE	MELBARR ITES PRIVATE LIMITED Phone: +1 601-879-4436	1.8
96	VISHAL SATISH BHOLE	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
97	VISHNU RAMDAS SHINDE	Swabhav Techlabs Solutions Private Limited 2nd Floor, Laram Plaza, B-1/304, Sir M.A road, opposite Andheri Station Road, Railway Colony, Andheri West, Mumbai, Maharashtra 400058	3.5
98	YOGESH RAVINDRA AGHAV	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	3
99	YOGESHWAR KUMAR	Mobilloit, BOSCH, Tel: +91 80 6657-4199	4.5
100	Aditya Varal	ApptwareSolutionsLLP. PH No. +917038171169	2
101	ANUSHKA KAILAS CHAVAN	DACCESS Security System Pvt Ltd. Ph No. 093257 13320	2.4
102	Barkha Rander	Paradiso Software Pvt. Ltd. Phone: 078758 43886	3.2
103	Dhiraj Bhor	Pentagon Space Phone :+91 9901066669	2.4
104	Dhiraj Avasthi	Posit Source Technology , info@postisource.com	2.4
105	MANISHA AVDHOOT TAYADE	Globeminds Technology Pvt. Ltd.Ph No. 8856823361	1.8
106	Gauri Kamble	WEB SOFT IT SOLUTION Mobile No: +91-7755945544	1.2
107	Himani Virpankar	Proceed Technologies Pvt. Ltd., Ph No. 084840 11474	1.2
108	NEETHU RAJESH KUTTIYIL	Elavate IQ hello@elevatiq.com	3.5
109	Hrushikesh Pardeshi	TechVerito Software Solutions LLP	5
110	Kishan Ashiah	Predicly Technology Phone ;(650) 701-3468	2.4
111	PRAJANYU SUNIL KURATKAR	SHRAVI IT Solutions, PH NO. 9766498983	1.5
112	PRANAV ARUN WAYKAR	SHRAVI IT Solutions, PH NO. 9766498983	1.5
113	PRATIKSHA SAHEBRAO TAMBE	Accenture Phone No. 00 1 312-842-5012	3.6

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

114	Neha Kesri	Health Level Ph No. 8149335151	2.4
115	RADHA NATHRAO KAMBLE	Intelizing Phone :084460 19875	4.1
116	ROHIT PRASHANT CHAUDHARI	JMN Infotech, Pvt. Ltd, Ph No. 073500 01962	1.2
117	ROHIT SANJAY PARJANE	DACCESS Security System Pvt Ltd. Ph No. 093257 13320	2.4
118	RUPALI ASHOK THORVE	Facile Services Phone: 020 4626 0000	3
119	SANKET ANIL KHULE	Intelizing Phone :084460 19875	4.5
120	SHRIRAM RAOSAHEB ABHALE	SHRAVI IT Solutions , PH NO. 9766498983	1.5
121	PRATIKSHA RAUT	Predicly Technology Phone ;(650) 701-3468	2.4
122	Sachin Bansode	Mobiloitte Technologies India Pvt. Ltd.Phone: 099995 25801	4.5
123	DEBOLINA SARKAR SARKAR	Forvia Phone :+91 9901055559	3.5
124	Vaishnavi Sawant	IDBI Phone : +9122 27566313	3.5
125	LIBINA SAJU PAPPACHAN	Efficient Technology Info Solutions, Ph No. 7888031068	1.2
126	Vrinda Urunkar	Predicly Technology Phone ;(650) 701-3468	3.12
127	MITUL JAMANBHAI LAKKAD	iauro Systems Pvt Ltd Phone: 084464 08585	3.6
128	NIKHIL PRBHULAL WAKODE	Swabhav Techlabs Solutions Private Limited 2nd Floor, Laram Plaza, B-1/304, Sir M.A road, opposite Andheri Station Road, Railway Colony, Andheri West, Mumbai, Maharashtra 400058	2.4

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

K Nimale

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

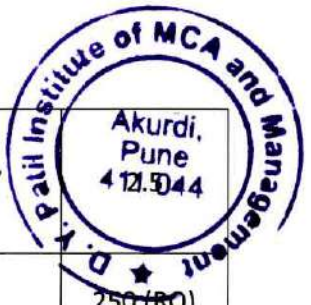
Type text

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 – 411044
Tel No: (020)27640998, Website:www.dypimca.ac.in, E-mail : enquiry@dypimca.ac.in

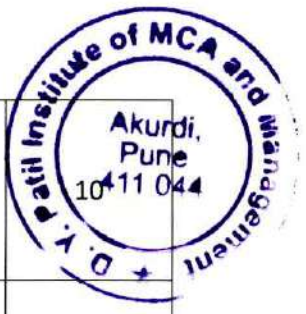
List of Students Placed in Academic Year 2021-22

Course – Master of Business Administrations

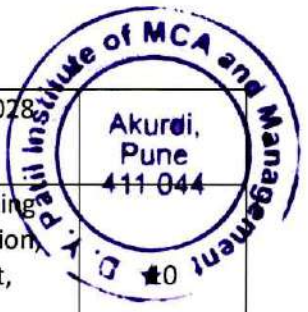
Sr. No.	Name of student	Name of the employer with contact details	Package
1	Aaradhana Ashok Mane	Company: Allianz Services Private Limited Address: (Unit II), Office 1B, 5th Floor, Tower B, Sr.No.72/2/1, EON SEZ Phase II, Kharadi Infrastructure Private Limited, Kharadi Pune, Maharashtra Pin:411014	3
2	Abhijit Teke	Company: HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi, Pune, Maharashtra ; Contact No: +91 20 4028 4444	2.4
3	Aditya Anil Todkar	Company: HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi, Pune, Maharashtra ; Phone, +91 20 4028 4444	24
4	Aishwarya Dhankute	Company: Zensar Address: Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Contact No: +(20) 6607 4000, 2700 4000 +(20) 6605 7888	2.4
5	Ajinkya Rajendra Thote	Company: Byjus Address: 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta MainRoad, Bengaluru Contact No: +91 9880031619	10
6	Apeksha abhijit kulkarni	Company: Zensar Address: Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Contact No: +(20) 6607 4000, 2700 4000 +(20) 6605 7888	2.4 LPA



7	Arati Jadhav	Company: Allstate Solutions Address: 4C, Saswad Rd, Vitthal Nagar, Hadapsar, Pune, Maharashtra 412308 Contact No: 020 6672 8400	
8	Ashish Balasaheb Bodke	Company: Al Maya International L.L.C (Oman)	250 (RO)
9	Bodhita Ramteke	Company: Clevernist -Edulnstyn Learning Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile: 9590212721	8
10	Chetan Kiran Jadhav	Company: Byjus Address: 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta MainRoad, Bengaluru Mobile: +91 9880031619	10
11	Dolly Chandani	Company: GLATT Address: CTS # 1996 (B), Unit 201-203 & 212-215, 2nd Floor, West Wing, Nyati Unitree, Nagar Rd, Yerawada, Pune, Maharashtra 411006 Mobile No :020 6628 6100	4.25
12	Gaurav Manohar Bhongale	Company: Teachnook Address: 592, 3rd Block, Santhosapuram, Koramangala 3 Block, Koramangala, Bengaluru, Karnataka 560068 Mobile No: 6363433634	9
13	Gauri Sharad Suryawanshi	Clevernist -Edulnstyn Learning Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile: 9590212721	8 LPA
14	Gayatri Avinash Patil	Company: IBM India Private Limited Address: Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore - 560045, India. Mobile No:91-80-49139999	8.5
15	Gosavi Tushar Jitendra	Company: Manlitics Address: 1st floor, JK Infotech 2, Plot No. 32 Rajiv Gandhi, Infotech Park Phase 1, Hinjawadi, Pune, Maharashtra, 411057.	2.64
16	Govind Onkar Khupse	Company: Clevernist -Edulnstyn Learning Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile No: 9590212721	10
17	Jadhav Gauri Sanjay	Company: Teachnook Address: 592, 3rd Block, Santhosapuram, Koramangala 3 Block, Koramangala, Bengaluru, Karnataka 560068 Mobile No: 6363433634	9



18	Juhi Bhagat	Company: Byjus Address: 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta MainRoad, Bengaluru Mobile No: +91 9880031619	10
19	Kalyani Helge	Company: TudipDigital Address: Sr. No. 241/3/A, Datta Mandir Road, Wakad, Pune, India – 411057 info@tudip.com Phone: +91-20-4674-0881	3.22
20	Krutika Sudhir Sawarkar	Company: Byjus Address: 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta MainRoad, Bengaluru Mobile No: +91 9880031619	10
21	Kshitij Parakh	Company: upGrad Address:Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018 Mobile No: 1800 210 2020	8
22	Lumbini Nandan Onkar	Company: Intellipaat Address: AMR Tech Park 3,Ground Floor TowerB,Hongasandra Village, Bommanahalli,Hosur Road, Bangalore-560068 Mobile No:+917022374614.	9
23	Madhumita Mandal	Company: Spectraforce Address:#203, 2nd Floor, Pentagon Tower-P2, Magarpatta City, Hadapsar Pune 411 028 Mobile No: +91-20-4862 0746	3.36
24	Mangalkuntla Sairam Reddy	Company: Fijitsu Address: Address: 46, Range Hill Rd, Sinchan Nagar, Ashok Nagar, Pune, Maharashtra 411016 Phone: 000 800 100 8917	2.5
25	Manisha Anil Sakat	Company: Statestreet HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi, Pune, Maharashtra ; Phone: +91 20 4028 4444	2.4
26	Mayur Bagul	Company: WNS Global Services Pvt. Ltd Address: Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 MobileNo: +91 22 4095 2100	2.63
27	Mayuri Hirgude	Company: Statestreet HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi,	2.4



		Pune, Maharashtra ; Phone: +91 20 4078 4444	
28	Meghraj Pradip Bagul	Company: Clevernist -Edulnstyn Learning Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile No: 9590212721	10
29	Mohit Sonar	Company: Axis Securities Limited Address: 15 Lbs Marg Phoenix Market City Kurla West Unit 2, Bombay, Maharashtra, Inde 400070. Mobile No: 912242671500	4
30	More Nita Nandkumar	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Mobile No: 080-40873300	4.5 +50 K
31	Neha Deore	Company: AB Source	1
32	Netra Girkar	Company: Gallagher Address:3rd, 4th, 5th Floor Giga Space, IT Park Internal Road Sakore Nagar, Viman Nagar Pune, Maharashtra 411014	2.39
33	Nidhi Bharti	Company:Victory Precisions Pvt Ltd Address: Plot-A-11,Phase-IV, Mahalunge Ingale, Maharashtra 410501 Mobile No: 02135 679 634	3
34	Nikhita Ratan Upase	H L A Information Technologies P Ltd Address: No 124/1 Heera Panna Complex 3rd Flr, G N Chetty Road, T Nagar, Chennai - 600017. Phone:044 4207 1062	1.68
35	Pavanraj Kontam	Company: Intellipaat Address: AMR Tech Park 3,Ground Floor TowerB,Hongasandra Village, Bommanahalli,Hosur Road, Bangalore-560068 Mobile:+917022374614.	9
36	Pawar Mahesh Vasant	Company: Kalyani Technoforge Address: Kalyani Technoforge, Limited S. No. 72/76, Mundhwa Industrial Area, Pune - 411036, Maharashtra, India Contact No : +91 20 6621 5000	4.5
37	Payal N Ramteke	Company: Clevernist Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile No: 9590212721	10
38	Payal Nisarg Shaha	TATA Consultancy Services Limited (TCSL) Address:Survey No 103/A-1/129, Nyati Tiara, Nagar Road, Yerawada, Pune -	5.79



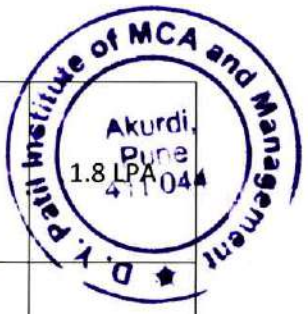
		411006 (Next to Gunjan Theatre) Phone: 912066087777	
39	Piyush Jadhav	Company: Digitrendz Agency Address: Anant paradise, Near Mahavir College, Kolhapur Mobile: 9766633244	
40	Prachiti Jondhale	Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4.5 +50 K
41	Pradeep Vishnu Kurund	Company: TATA Consultancy Services Limited (TCSL) Address:Survey No 103/A-1/129, Nyati Tiara, Nagar Road, Yerawada, Pune - 411006 (Next to Gunjan Theatre) Mobile No: 912066087777	5.79
42	Pratik Punde	Company: Al Maya International L.L.C (Oman)	250 (RO)
43	Pranav Anil Mohite	Company: Prata Solar Private Limited Address: P323, Third Floor, Mayur Trade Centre 1, Near Chinchwad railway Station, Pune Mobile No:9960948677	3
44	Pratik Sanjay Nhalve	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4.5 +50 K
45	Radha Kashiram Ghatge	Company: Zensar Address: Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014 Phone: +(20) 6607 4000, 2700 4000 +(20) 6605 7888	2.4
46	Radhika Kulkarni	Company: Tudip Technology Address: Sr. No. 241/3/A, Datta Mandir Road, Wakad, Pune, India – 411057 info@tudip.com Phone: +91-20-4674-0881	3.22
47	Rahul Bundele	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4.5 +50 K

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

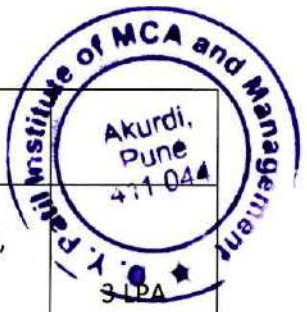
48	Rahul Sharma	Company: Saicon Technologies Address: S. No. 112/4,Yerwada, Pune Contact No: 20-26613385	2.4
49	RAJNISH DWIVEDI	Company: Asian Paints Address: CEREBRUM IT PARK, B Building, near D Mart, Marigold complex, Kalyani Nagar, Pune, Maharashtra 411014 Phone: 022 3981 8000	2.6
50	Rohan Jejurkar	Company: Cybage Address: No. 13A, Wadgaon Sheri, Pune Contact No: 20-66044700	3.32
51	Rohit Vijay Satbhai	Company: Al Maya International L.L.C (Oman)	250 (RO)
52	Roshan Rewaskar	Company: Prata Solar Private Limited Address: P323, Third Floor, Mayur Trade Centre 1, Near Chinchwad railway Station, Pune Phone:9960948677	3 LPA
53	Rugwed Gawande	Company: Elegance Enterprise Address: 339, 4th Floor, HSR Layout Sector 6, Bangalore-560102 Mobile: 739830397	1.44
54	Rushabh Uday Kale	Company: Vodafone Idea Ltd. Address: B Wing, Floor 8 - 12 The Birla Centurion Plot no.794, Worli, Pandurang Budhkar Marg, Century Mills, Lower Parel, Mumbai, Maharashtra 400030 Phone: 095940 04000	6.3
55	Rushikesh Shyam Kulkarni	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4.5
56	Rutuja Gangurde	Company: ICICI Prudential Address: ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai, Maharashtra 400025 Phone:40391600	2.7
57	Sahil Ansari	Company: AU Small Finance Bank Address: Nucleus Mall, 3rd Floor,Unit No. T9, Sadhu Vaswani Road,Agarkar Nagar, , , Pune, Maharashtra, IN-411001 Mobile: 7030919197	2.49
58	Sakshi Devidas Kawadkar	Company: Eclerx Services Pvt Ltd Address: Building 14, 4th & 5th Floor, K Raheja Mindspace, Plot No 3, Thane Belapur Road, Airoli, Navi Mumbai - 400708 (TTC Industrial Area)	2.64
59	Sakshi Jadhav	Company: Wiley Address: 1402, 14th Floor, World Trade	7.14

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

		Centre, Noida Phone: 01206291100	
60	Sakshi Yadav	Company: Fujitsu Consulting India Private Limited Address: A-15, Talawade Chakan Rd, M I D C Technology Park, Talwade, Pimpri-Chinchwad, Maharashtra 412114. Phone: 020 2769 0001	2.5
61	Sameeksha Patekar	Agile Capital Services Address: Corporate Office: 1208, 12th floor, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi-110034. Mobile: +91-7827336642	7.5
62	Sandesh Dattatray Gadekar	Company: Flour Picker Address:SECT. 29, PL LC 2, FL A 301, GANESH SHRUSHTI APT., B/H D MART, PCNTDA, RAVET, PUNE Phone:9156463060	1.08
63	Sanghapal Kayapak	Company: Byjus Address: 2nd Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta MainRoad, Bengaluru Mobile: +91 9880031619	10 LPA
64	Sarthak Rajendra Pande	Company: Eclerx Services Pvt Ltd Address: Building 14, 4th & 5th Floor, K Raheja Mindspace, Plot No 3, Thane Belapur Road, Airoli, Navi Mumbai - 400708 (TTC Industrial Area)	2.64 LPA
65	Sarwesh Wadikar	Company: Agile Capital Services Address: Corporate Office: 1208, 12th floor, RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi-110034. Mobile: +91-7827336642	7.5 LPA
66	Savitri Bansode	Company: Quatrro Address:160, Udyog Vihar phase, Gurgaon, Haryana Phone: 124-4561000	3
67	Sayali kadam	Company: Taware Facility Management Services Address: Nigdi, Pune	6.5
68	Sharayu Atmaram Andhale	Company: Huron Address:Global Technology Park, 9th Floor, Tower A, Outer Ring Road, Devarabeesanahalli, Bengaluru – 560103 Corporate Identity Number – U72200KA2009PTC051733 Phone: +91 80 – 4641 59008	6.27
69	Shradha Babaso Patil	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4+50 K



70	Shruti Jadhav	Company: Rectitude consulting services Address: 402, Greens centre, opposite Pudumjee paper mill, Thergaon, Chinchwad,Pune , 411033 Contact number : 9284909658	1.8 LPA
71	Shrutika Hupare	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4+50 K
72	Shrutika Shriniwas Tangalpalli	Company: HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi, Pune, Maharashtra ; Phone, +91 20 4028 4444	2.4
73	Shubham Pagar	Company: SBI cap securities ltd Address: Marathon Futurex, Unit No. 1201, B-Wing, 12th Floor, N M Joshi Marg, Mafatlal Mill Compound, Lower Parel East, Mumbai 400013 Phone: 022 6854 5555	3.25
74	Shubham sunil Khadke	Company: Capgemini Technology Services India Limited Address:(Formerly known as IGATE Global Solutions Limited) IT 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi Mumbai 400708, Maharashtra, India. Phone:91 22 7144 4283	4
75	Shubham Wani	Company: Clevernist Address: L367, 5th Main, HSR Extension, PWD Quarters, 6th Sector, HSR Layout, Bengaluru, Karnataka 560102 Mobile: 9590212721	10 LPA
76	Shweta Patil	Company: upGrad Address:Nishuvi, Ground Floor, 75, Dr Annie Besant Rd, Worli, Mumbai, Maharashtra 400018 Phone: 1800 210 2020	8
77	Siddhi Bhoir	Company: Atos Address: Software Technology Park, Plot No. B1/B2, Dehu-Alandi Road, MIDC Talawade, Pune – 411062. Maharashtra, India Phone: 91-20-6734 4400.	1.8
78	Simran Pattewar	Eclerx Services Pvt Ltd Address: Building 14, 4th & 5th Floor, K Raheja Mindspace, Plot No 3, Thane Belapur Road, Airoli, Navi Mumbai - 400708 (TTC Industrial Area)	6.53
79	Sneha Prakash bakade	U3 Infotech Address:Office No 602, Lunkad Skyvista, S.	2.4



		No. 230/A/3/2, Viman Nagar PUNE Phone:65 6423 4739	
80	Soujanya Sidram Mashyal	Paradiso Software Address: JK Tech Square , Plot No. 25/4, Unit G-2 Rajiv Gandhi Infotech Park Hinjewadi, Phase- III, Taluka, Mulshi, Maharashtra 411057 Phone: 078758 43886	3 LPA
81	Srushti Suryakant Bante	Company: Flipkart Address: Buildings Alyssa, Begonia & Clover, Embassy Tech Village, Outer Ring Road, Devarabeesanahalli Village, Bengaluru – 560103,Karnataka, India. Phone: 0806798 8250	4.5
82	Subham sekhar sahu	Company: Intellipaat Address: AMR Tech Park 3,Ground Floor TowerB,Hongasandra Village, Bommanahalli,Hosur Road, Bangalore-560068 Mobile:+917022374614.	9
83	Sushant Bhadane	Company: HCL Technologies Ltd., Business Services Address: Plot 6 & 8, Rajiv Gandhi InfoTech, Park, MIDC, Phase – I, Hinjewadi, Pune, Maharashtra ; Phone, +91 20 4028 4444	2.4
84	Tanmayee Rajendra Joshi	Company: Xoriant Address: Winchester, 4th Floor, Powai, Mumbai Contact:+91223051	3
85	Tushar Gambhir Contact	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4+50 K
86	Vaibhav Chindge	Company: AU Small Finance Bank Address: Nucleus Mall, 3rd Floor,Unit No. T9, Sadhu Vaswani Road,Agarkar Nagar, , , Pune, Maharashtra, IN-411001 Mobile: 7030919197	2.4
87	Vaishnavi Deore	Company: Allstate Solutions Private Limited Address: 9th & 10th Floor, R4 Building, KRC Infrastructure & Projects Pvt. Ltd. SEZ, S. No. 65, Kharadi, Pune – 411014 India Phone: 080-40873300	4+50 K
88	Vishu Pandey	Company: Tudip Technology Address: Sr. No. 241/3/A, Datta Mandir Road, Wakad, Pune, India – 411057	4.5

		info@tudip.com Phone: +91-20-4674-0881	
89	Wrushabh Narendra	Company: Coherent Market Insights Address: 203, 2nd Floor, Bremen Business Center, above Bank of India, Phase 1, Siddarth Nagar Society, Aundh, Pune, Maharashtra 411007 Phone:+1 206-701-6702	3.4
90	Saurabh Eknath Mali	Company: Skyfloor Infratech Address: Off. No. 106,107, Sai Square, near Suyash Hospital, Mumbai Naka, Matoshree Nagar, Nashik, Maharashtra 422001 Phone:096079 72775	NA
91	Sagar Dongare	Shree Sai Enterprises	NA
92	Pallavi Girhe	Talent Corner	NA
93	Prajakta Jadhav	Talent Corner	NA
94	Dnyaneshwar Gite	Talent Corner	NA
95	Gangotri Samsher	Ifortis	NA
96	Akshay Archana Patil	Edera	NA
97	Nikhil Kanawade	Shriram Life Insurance	NA
98	Amit Bhujang Kamble	Talent Corner	NA
99	Yogesh Ravindra Bhutkar	Talent Corner	NA
100	Yograj Dhote	Shriram Life Insurance	NA
101	Aniket Subhash Visave	Self Employed/ Business	NA
102	Anish Shaikh	Self Employed/ Business	NA
103	Bora Jainam Adesh	Self Employed/ Business	NA
104	Gayatri Bhagwan Kathe	Self Employed/ Business	NA

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

105	Kunal Gaikwad	Self Employed/ Business	NA
106	Omkar Balasaheb Shelke	Self Employed/ Business	NA
107	Sadab Khan	Self Employed/ Business	NA
108	Shantanu Gaikwad	Self Employed/ Business	NA
109	Soham Mantri	Self Employed/ Business	NA
110	Sudhanshu Rathi	Self Employed/ Business	NA
111	Vaibhav Anil Kardile	Self Employed/ Business	NA
112	Sainath Subhash Dasarwad	Government	NA

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411044

K Nimala

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

(1)

7)

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6245172/1454750

08/18/2022
Amey Shridhar Pathkar

Plot no 9, gat no 1402, rukhmini nagar
Jalgaon, Maharashtra
India.

Confidential

Dear Amey Shridhar Pathkar,

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 **05/30/2022** (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 **Mumbai**.

C) You have to report by 8:30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address:
CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

D. Y. Patil Institute of MCA And Management
Akurdi,
Pune
411 044

K.N.Nimkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0··

Analyst

Total Cost to Company (CTC). **Rs.400,010.00**

Monthly Components	**Per Month**	**Annualized**
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.1,890.00	Rs.22,680.00
Other Allowances and Reimbursements – 2 #	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.29,878.00	Rs.358,536.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.388,800.00
Total Cash Compensation		Rs.388,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	**Annualized**
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	83,600.00

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

* 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. Employee 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 (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement – 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Non-taxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payout:

☛ **Special Incentive:** You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**, post completion of one year of service from your date of joining with the Company. The payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company.

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.

   d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

   e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

   f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).

   g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and

   h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

   i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

      a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 10/29/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.

   j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

   k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

K.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless, (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **Amey Ghridhar Pathkar**

Date: **08/18/2022**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited (**"Capgemini"** or **"Company"**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to, inter alia, serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimala

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

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc. and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India;

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

8. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

d) prevent the unauthorized use, dissemination or publication of such Confidential Information;

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter;

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment invite, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliates) or which may be used in relation therewith;

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, leased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred thereon revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as "moral rights" (collectively **"Moral Rights"**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nambiar

DIRECTOR

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

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini 's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop,laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directives of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimrod

DIRECTOR

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

c.) Effects of Cessation of Employment:

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of the Letter is deemed invalid, void, illegal, and unenforceable that provision shall be severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I,_____residing at _____ do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra(hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
   a) background verification agencies for the purpose of verifying the information submitted by me based which I have been made an offer of employment;
   b) payroll processing agencies for processing my payroll (including reimbursement claims);
   c) law enforcement agencies;
   d) to comply with a judicial/quasi-judicial order;
   e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit;
   f) insurance companies for the purpose of group insurance, personal accident insurance etc.;
   g) service providers providing services for biometric access to office premises for monitoring attendance;
   h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
   a.) affiliates of the Company for administrative purposes and/or audit;
   b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature:
Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
2.	Employment Documents **Current Employment(Immediate Previous)** a) Relieving letter (Experience Certificate) if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**Proof of Identity/ Address** a) PAN Card b) AADHAAR Card c) Passport. In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills V) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs (6 nos.)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s) (If applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>. [You will receive the link to New Employee Wizard portal shortly]. In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form – from the New Employee Wizard link, update the details on the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 – Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms:

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders, Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini.

K. Nimbalkar

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

(2)

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Aswaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Arunol Kumar	Male	arunolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007340217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239664	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar58@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNomL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

3

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

09

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385491	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850603353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade966@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4500@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran8@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar58@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

eClerx

Internship Offer

Date: 08-Jun- 2021

Dear Amol Hire,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your location of posting will be as per the process you will be assigned to post completion of initial training.

Your internship will begin on 10th June, 2021 and will extend to 09th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

Andrews Simon
Associate Principal – Human Resources

Accepted By

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

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax: +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

(14)

(6)

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

31 May 2022

OFFER LETTER

Dear **Anushruti,**

Thank you for exploring career opportunities with Intelliswift Software India Pvt. Ltd. With reference to the interviews, you had with us, it gives us pleased to offer you the position of **Campus Associate - Software** effective from **01 June 2022** at our **Pune** office on the following terms & conditions:

- This letter is valid for a period of three days from the date mentioned in this offer. You are requested to confirm this offer before the expiry of 3 days from the date mentioned in this letter as a token of acceptance of this offer.
- You are required to submit the accepted signed copy of your relieving letter and/or accepted resignation email from your present employer within 3 days from the date mentioned in this offer.
- Your remuneration will be ₹ **450000** (Indian Rupees Four Lakhs Fifty Thousand Only) per annum as the Cost to Company. The breakup of the CTC structure will be as per the Annexure – I enclosed herewith. All payments are subject to deductions as per the provisions under various State Government and Central Government enactments.
- Your employment will be confirmed effective from your date of joining and the notice period will be of 3 months.
- You will be bound by the terms & conditions of the employment agreement, company policy, rules regulations, standing orders in force, and your service conditions framed by the company from time to time.
- This offer is based on your profile, relevant work experience, and performance in the selection process. If any information given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or payment in lieu of notice.
- Your employment with the Company is conditional upon and subject to the positive completion of a background check, and approval thereof by the Company, in its sole discretion.
- Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of the final Appointment Letter by you.

Yours Sincerely
FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Amit Chilka

Name: Amit Chilka
Title: Senior Director – Human Resource

I accept the terms and conditions of this offer letter in totality.
Name: Anushruti Raju Bavaskar

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014

+91 20 49138009
www.intelliswift.com

ANNEXURE I

Computation of CTC 2022		
EMP_FIRST NAME	*Anushruti*	
EMP_LAST NAME	*Bavaskar*	
DESIGNATION	*Campus Associate - Software*	
LOCATION	*Pune*	
STATE	*Maharashtra*	
ANNUAL CTC for PAYROLL		*₹ 450000*
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	*₹ 18,750*	*₹ 2,25,000*
HRA	*₹ 9,375*	*₹ 1,12,500*
INTELLISWIFT BENEFITS PLAN	*₹ 5,614*	*₹ 67,368*
GROSS SALARY [A]	***₹ 34,799***	***₹ 4,17,588***
COMPANY'S CONTRIBUTION TO PF (12%)	*₹ 1,800*	*₹ 21,600*
GRATUITY	*₹ 901*	*₹ 10,812*
TOTAL DEDUCTIONS - EMPLOYER [B]	***₹ 2,701***	***₹ 32,412***
TOTAL CTC [A+B]	***₹ 37,500***	***₹ 4,50,000***
COST TO COMPANY (CTC)		***₹ 4,50,000***

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49139009
www.intelliswift.com

All Payments, like Salaries, Perquisites, Reimbursements, Incentives, Bonuses, and Commissions are all subject to the Provisions of Tax Laws.
The mentioned Cost to Company is effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.

Intelliswift Benefits Plan:

- Under this head you can claim Food Allowance, LTA, Children's Education Allowance, Mobile / Internet Allowance, Books and Periodicals, and Professional Development Allowance.
- All permissible expenses claimed under this head are exempt from tax.
- This component will be paid to you as a monthly taxable component if it's not declared and adequate bills are not submitted.

As a part of the onboarding process, please send the scan copy of the below documents ASAP:

Personal Data:

- Resume
- Passport
- PAN card- In case of non-availability of PAN, photocopy of application.
- ID Proof - Voter ID Card / Aadhar Card / Any Other Govt Approved ID Proof
- Address Proof - Rent agreement copy / Electricity Bill / Ration Card / Telephone Bill etc. (Except driver's license)
- Mark Sheets and Certificate of X, XII, Final year, latest qualification.
- Mark sheets for all semesters during Graduation & Post Graduation
- Mark sheets and Certificates of Diploma(s)
- Mark sheets and Certificates of any training(s) attended
- Any other additional diplomas/certificates (Mark-sheets)
- 5 Photographs (Passport size)
- Personal Bank cheque and Bank Statement (HDFC OR Non- HDFC)

Previous Employment Record:

- Offer / Appointment / Confirmation Letter from all previous employer(s)
- Appraisal Letter from all previous employer(s)
- Relieving Letter and Work Experience Certificate from all previous employer(s)
- Copy of the resignation letter of your previous employer(s)
- Salary slips / certificate / bank statement (Last 3 months) from the last employer

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

Offer of Employment

To

Aniket Karanjikar,

Mumbai,

Date: 9th November 2021

Dear Aniket Karanjikar,

We are extremely pleased to offer you a position of "**Solution Analyst**" with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 15th November 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client's business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months' probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **9th, November 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:

  1. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Under graduate / degree mark list and degree certificates
- Post-Graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

  2. Proof of identity i.e. PAN card, driving license, Electoral card

  3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimala

DIRECTOR

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

APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

DIRECTOR

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

DIRECTOR

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nanda
DIRECTOR
D. Y. Patil Institute of Computer

Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nambi

DIRECTOR

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

above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business of clients you have worked during the course of your

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-44

employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

Akurdi, Pune-44

increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Agreed to and accepted:

Candidate Name	Signature	Date & Place

SANKEY SOLUTIONS

SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and _____ (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____ 2) Name: _____

Address: _____ Address: _____

_____ _____

_____ _____

Contact No: _____ Contact No: _____

_____ _____

Candidate Name & Signature Date & Place

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Annexure I		
Parameters	**Objectives**	**Target**
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing& planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	**100%**

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

(7)

Sankey Business Solutions, 901, Lodha Supremus-II, Thane 400604

SANKEY SOLUTIONS

(15)

Offer of Employment

To

Aniket Karanjikar,

Mumbai,

Date: 9th November 2021

Dear Aniket Karanjikar,

We are extremely pleased to offer you a position of "**Solution Analyst**" with Sankey Business Solutions. You will be required to report at 901, Lodha Supremus II, Wagle Estate, Thane (W) 400 604. Your date of joining is 15th November 2021.

Type of work

As a Solution Analyst, you will be required to learn multiple technologies and tools that is required to solve client's business problems you will also be expected to take initiative and additional responsibility in any other activity that requires traction in our company at a particular time.

It is our pleasure to extend the following offer of employment to you.

- You will be on Internship for six months during which your salary will be Rs.180,000/ year. Post 6 months' probation your annual CTC will be revised to Rs.300,000/year. All of the above will be dependent on the performance.
- There will be a performance incentive of Rs.25,000/- as a part of this annual package, to be given after completion of 1 year at Sankey Business Solutions, as a full-time employee, subject to individual and company performance.
- The offer of employment with Sankey Business Solutions is dependent on your performance during probation with us. Details of your variable payment parameters are annexed with this letter (Annexure I).

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page, scanning it and emailing it by **9th, November 2021** failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:

  1. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Under graduate / degree mark list and degree certificates
- Post-Graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

  2. Proof of identity i.e. PAN card, driving license, Electoral card

  3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of employment with us will be exciting, rewarding and full of learnings.

Best Regards,

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Email - sandeep@sankeysolutions.com

Ph: +91 9765159999

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

APPENDIX A

Employment Terms and Conditions: -

Profile Verification -

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

Employee Duties and Responsibilities-

You will be starting at the Company at the designated position as per the Offer Letter. However, you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to show this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time, employee, you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Tax-

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions-

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters-

You will be required to learn the processes being followed at Sankey Business Solutions from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement-

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel-

You may also be required to travel and relocate for project purposes, as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

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

Posting / Transfer-

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company.

Medical-

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave-

Normal working hours of the company are 9:30AM to 7:30 PM. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 10 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights-

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non-Solicitation-

During your employment with Sankey Business Solutions and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Sankey Business Solutions. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non-Disclosure-

You agree that all the company and project related information is considered confidential and proprietary to Sankey Business Solutions. You shall hold the same in confidence and shall disclose it only to Sankey Business Solutions officers, directors, or employees with a specific need to know. You will not disclose, publish or otherwise reveal any of the Confidential Information received to any other party whatsoever. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity, business, or clients you have worked during the course of your

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

Personal Information-

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally, you will also be required to update the company of changes in your civil or marital status

Termination-

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company: any material items belonging to the Company per inventory, and all non-material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information), any physical company documents that you may have in your possession any other company assets within your control like apartments, leases etc You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company. You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period-

A notice of 2 months is required to be served during your employment with the company to terminate this contract. However, during the probation period of employment which is of 6 months, the notice period will be immediate or maximum one month. Notice period is considered to start from the point the termination letter is received to you from the Company. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments-

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

Sandeep R Patil

Sandeep Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

Candidate Name	Signature	Date & Place

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0

SERVICE AGREEMENT

This agreement is made between **Sankey Business Solutions** (hereinafter referred to as the "Company") and _____ (hereinafter referred to as the "employee").

Effective Date:

This agreement shall be effective from the date of joining.

Declaration:

I, Mr. / Ms. _____ hereby acknowledge and agreed that I would serve **Sankey Business Solutions** for a period of 18 months from the date of joining. I also agree to, failing of which will result to pay an amount of Rs 75,000 as penalty as well as no personal documents (release letter, experience certificate etc.) will be released to me.

WITNESS:

1) Name: _____ 2) Name: _____

Address: _____ Address: _____

_____ _____

_____ _____

Contact No: _____ Contact No: _____

_____ _____

Candidate Name & Signature Date & Place

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Annexure I		
Parameters	**Objectives**	**Target**
Interpersonal Skills	Presentation Skills, highly responsiveness, organizing& planning	20%
Team Development	Team Building, Upgrading the team through learning & process improvement	15%
Technical Competencies	New technology learning, upgrading continuously, Setting process & scaling up- depth wise & breadthwise	25%
Innovation/New business	Ability to come with new ideas, proposals etc.	15%
Quality	Ability to catch quality issues, attention to details, ability to set up quality processes	15%
VOC(Voice of Customer)	Customer satisfaction, client relationship management, Client confidence(Crisis & Experience management)	10%
	Total	**100%**

Grade	Performance
A	Exceed expectation, payment would be given 100%
B	Meet Expectation, payment would be given is 50%
C	Not satisfactory performance, will not be eligible for any given amount 0%

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

8

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

16

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(9)

(19)

zentest
GO LIVE FASTER

LETTER FOR INTERNSHIP

March 30, 2022

Ms. Aparna Likhitkar,

Dear Aparna,

Congratulations! Go-Live Faster a brand of Zentest Software Pvt. Ltd. is pleased to appoint you as an Intern for the Dot NET Development Department under the program, Educational Internship. This position is for Pune, India which is scheduled to begin on 4th April 2022 and will be a six-month paid internship opportunity ending on 3rd October 2022. Your stipend during your internship will be INR 12000 per month.

Upon successful completion and based on your performance we will convert the internship into a full time opportunity.

During your temporary employment with Go-Live Faster, you may have access to confidential or proprietary business information belonging to Go-Live Faster. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Go-Live Faster. Also, you agree that upon completion of your internship, you will promptly return any company issued property and equipment along with information and documents belonging to the company. You also agree to provide 90 days of written notice to the company of your incent to terminate the internship.

Welcome to the team!

Best regards,

P. Rajput

Pradnya Rajput

Director, Human Resource

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

(10)

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

(11 P)

12

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi 22
3. Darshana Bhave - DYPIMCA, Akurdi 158
4. Gayatri Zad - DYPIMCA, Akurdi 166
5. Goutam Ahirwar - DYPIMCA, Akurdi 170
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi 178
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi 198
8. Prathama Shinde - DYPIMCA, Akurdi 80
9. Shruti Nair - DYPIMCA, Akurdi 215
10. Swapnali Mapare - DYPIMCA, Akurdi 114
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi 118
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi 14
13. Siddhesh Pathak - DYPIMCA, Akurdi 219

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

Amit Chilka | intelliswift

Sr. Director - Human Resources

8484072490

amit.chilka@intelliswift.com

Cerebrum IT Park Building B-1, 3rd Floor
Marigold Complex Kalyani Nagar Pune - 411
014

www.intelliswift.com

Viraj Kashikar - TPO, DYPIEMR Akurdi <tpo@dypiemr.ac.in> Sat, Feb 26, 2022 at 8:57 PM
To: Amit Chilka <amit.chilka@intelliswift.com>, Dyp placements <placements@dypimca.ac.in>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Amit,

Greetings from Dr. D. Y. Patil Educational Complex, Akurdi, Pune !

We extend our hearty gratitude to your prestigious organization for the placement opportunity provided to the students of our campus in the Campus Hiring process 2021.

You are requested to kindly share your valuable feedback with us which will help us to improve further and plan requisite training for our students as per Industry standards.

Thank you for your committed support. We look forward to continued association.

Feedback Form Link:
https://forms.gle/oYoaiyr7g5BAdfoV9
[Quoted text hidden]

--

Best Regards,

Mr. Viraj R. Kashikar
Training & Placement Officer
Dr. D. Y. Patil Institute of Engineering, Management & Research, Akurdi
Mob: 9766865084
Email: tpo@dypiemr.ac.in
Facebook Page: https://www.facebook.com/dypiemrakurdi

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex Akurdi,
Cell: 9850042835
E-mail: placements@dypcoeakurdi.ac.in
Facebook Page: https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49139009
www.intelliswift.com

28 June 2022

OFFER LETTER

Dear **Darshana,**

Thank you for exploring career opportunities with Intelliswift Software India Pvt. Ltd. With reference to the interviews, you had with us, it gives us pleased to offer you the position of **Campus Associate - Software** effective from **04 July 2022** at our **Pune** office on the following terms & conditions:

- This letter is valid for a period of three days from the date mentioned in this offer. You are requested to confirm this offer before the expiry of 3 days from the date mentioned in this letter as a token of acceptance of this offer.
- You are required to submit the accepted signed copy of your relieving letter and/or accepted resignation email from your present employer within 3 days from the date mentioned in this offer.
- Your remuneration will be ₹ **450000** (Indian Rupees Four Lakhs Fifty Thousand Only) per annum as the Cost to Company. The breakup of the CTC structure will be as per the Annexure – I enclosed herewith. All payments are subject to deductions as per the provisions under various State Government and Central Government enactments.
- Your employment will be confirmed effective from your date of joining and the notice period will be of 3 months.
- You will be bound by the terms & conditions of the employment agreement, company policy, rules regulations, standing orders in force, and your service conditions framed by the company from time to time.
- This offer is based on your profile, relevant work experience, and performance in the selection process. If any information given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or payment in lieu of notice.
- Your employment with the Company is conditional upon and subject to the positive completion of a background check, and approval thereof by the Company, in its sole discretion.
- Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of the final Appointment Letter by you.

Yours Sincerely
FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Amit Chilka

Name: Amit Chilka
Title: Senior Director – Human Resource

I accept the terms and conditions of this offer letter in totality.
Name: Darshana Bhave

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014

+91 20 49138009
www.intelliswift.com

ANNEXURE I

Computation of CTC 2022		
EMP_FIRST NAME	*Darshana*	
EMP_LAST NAME	*Bhave*	
DESIGNATION	*Campus Associate - Software*	
LOCATION	*Pune*	
STATE	*Maharashtra*	
ANNUAL CTC for PAYROLL		*₹ 450000*
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	*₹ 18,750*	*₹ 2,25,000*
HRA	*₹ 9,375*	*₹ 1,12,500*
INTELLISWIFT BENEFITS PLAN	*₹ 5,614*	*₹ 67,368*
GROSS SALARY [A]	*₹ 34,799*	*₹ 4,17,588*
COMPANY'S CONTRIBUTION TO PF (12%)	*₹ 1,800*	*₹ 21,600*
GRATUITY	*₹ 901*	*₹ 10,812*
TOTAL DEDUCTIONS - EMPLOYER [B]	*₹ 2,701*	*₹ 32,412*
TOTAL CTC [A+B]	*₹ 37,500*	*₹ 4,50,000*
COST TO COMPANY (CTC)		*₹ 4,50,000*

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.
- The offer is valid only if you clear the exam.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nambi

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

All Payments, like Salaries, Perquisites, Reimbursements, Incentives, Bonuses, and Commissions are all subject to the Provisions of Tax Laws.
The mentioned Cost to Company is effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.

Intelliswift Benefits Plan:

- Under this head you can claim Food Allowance, LTA, Children's Education Allowance, Mobile / Internet Allowance, Books and Periodicals, and Professional Development Allowance.
- All permissible expenses claimed under this head are exempt from tax.
- This component will be paid to you as a monthly taxable component if it's not declared and adequate bills are not submitted.

As a part of the onboarding process, please send the scan copy of the below documents ASAP:

Personal Data:

- Resume
- Passport
- PAN card- In case of non-availability of PAN, photocopy of application.
- ID Proof - Voter ID Card / Aadhar Card / Any Other Govt Approved ID Proof
- Address Proof - Rent agreement copy / Electricity Bill / Ration Card / Telephone Bill etc. (Except driver's license)
- Mark Sheets and Certificate of X, XII, Final year, latest qualification.
- Mark sheets for all semesters during Graduation & Post Graduation
- Mark sheets and Certificates of Diploma(s)
- Mark sheets and Certificates of any training(s) attended
- Any other additional diplomas/certificates (Mark-sheets)
- 5 Photographs (Passport size)
- Personal Bank cheque and Bank Statement (HDFC OR Non- HDFC)

Previous Employment Record:

- Offer / Appointment / Confirmation Letter from all previous employer(s)
- Appraisal Letter from all previous employer(s)
- Relieving Letter and Work Experience Certificate from all previous employer(s)
- Copy of the resignation letter of your previous employer(s)
- Salary slips / certificate / bank statement (Last 3 months) from the last employer

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

YASHASWI

NEEM Trainee Reg.No. : 564699

Date:- 18/Jan/2022

NEEM TRAINEE CONTRACT LETTER

To,
Ashwathi Mohan Pillai,
Vishnu Bhavan, Near Krishna Nagar, Balagram, Bushidham, INS Shivaji Road, Lonavala, Maharashtra - 410402

Dear Ashwathi,

With reference to your application with us for Intern-CAX, we are pleased to engage you as "**Intern-CAX**" in "**FAURECIA INDIA PRIVATE LIMITED BHOSARI**" subject to the following terms and conditions :

1. The Period of training shall be 12 months with start date 01/Feb/2022 and end date 31/Jan/2023.

2. You will be paid consolidated monthly stipend of Rs.15000.00/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

YASHASWI

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,

Jayashree Sakpal
Authorized Signatory
Date:- 18/Jan/2022

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

(Signature of Trainee)
Date:-18/Jan/2022

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

12

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Fri, Apr 29, 2022 at 5:08 PM
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.

[Quoted text hidden]

--

Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9530660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046652	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tola	Female	tolagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparthi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparthi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

28 June 2022

OFFER LETTER

Dear **Darshana**,

Thank you for exploring career opportunities with Intelliswift Software India Pvt. Ltd. With reference to the interviews, you had with us, it gives us pleased to offer you the position of **Campus Associate - Software** effective from **04 July 2022** at our **Pune** office on the following terms & conditions:

- This letter is valid for a period of three days from the date mentioned in this offer. You are requested to confirm this offer before the expiry of 3 days from the date mentioned in this letter as a token of acceptance of this offer.
- You are required to submit the accepted signed copy of your relieving letter and/or accepted resignation email from your present employer within 3 days from the date mentioned in this offer.
- Your remuneration will be ₹ **450000** (Indian Rupees Four Lakhs Fifty Thousand Only) per annum as the Cost to Company. The breakup of the CTC structure will be as per the Annexure – I enclosed herewith. All payments are subject to deductions as per the provisions under various State Government and Central Government enactments.
- Your employment will be confirmed effective from your date of joining and the notice period will be of 3 months.
- You will be bound by the terms & conditions of the employment agreement, company policy, rules regulations, standing orders in force, and your service conditions framed by the company from time to time.
- This offer is based on your profile, relevant work experience, and performance in the selection process. If any information given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or payment in lieu of notice.
- Your employment with the Company is conditional upon and subject to the positive completion of a background check, and approval thereof by the Company, in its sole discretion.
- Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of the final Appointment Letter by you.

Yours Sincerely
FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Amit Chilka

Name: Amit Chilka
Title: Senior Director – Human Resource

I accept the terms and conditions of this offer letter in totality.
Name: Darshana Bhave

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

ANNEXURE I

Computation of CTC 2022		
EMP_FIRST NAME	Darshana	
EMP_LAST NAME	Bhave	
DESIGNATION	Campus Associate - Software	
LOCATION	Pune	
STATE	Maharashtra	
ANNUAL CTC for PAYROLL		₹ 450000
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	₹ 18,750	₹ 2,25,000
HRA	₹ 9,375	₹ 1,12,500
INTELLISWIFT BENEFITS PLAN	₹ 5,614	₹ 67,368
GROSS SALARY [A]	₹ 34,799	₹ 4,17,588
COMPANY'S CONTRIBUTION TO PF (12%)	₹ 1,800	₹ 21,600
GRATUITY	₹ 901	₹ 10,812
TOTAL DEDUCTIONS - EMPLOYER [B]	₹ 2,701	₹ 32,412
TOTAL CTC [A+B]	₹ 37,500	₹ 4,50,000
COST TO COMPANY (CTC)		₹ 4,50,000

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.
- The offer is valid only if you clear the exam.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

All Payments, like Salaries, Perquisites, Reimbursements, Incentives, Bonuses, and Commissions are all subject to the Provisions of Tax Laws.
The mentioned Cost to Company is effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.

Intelliswift Benefits Plan:

- Under this head you can claim Food Allowance, LTA, Children's Education Allowance, Mobile / Internet Allowance, Books and Periodicals, and Professional Development Allowance.
- All permissible expenses claimed under this head are exempt from tax.
- This component will be paid to you as a monthly taxable component if it's not declared and adequate bills are not submitted.

As a part of the onboarding process, please send the scan copy of the below documents ASAP:

Personal Data:

- Resume
- Passport
- PAN card- In case of non-availability of PAN, photocopy of application.
- ID Proof - Voter ID Card / Aadhar Card / Any Other Govt Approved ID Proof
- Address Proof - Rent agreement copy / Electricity Bill / Ration Card / Telephone Bill etc. (Except driver's license)
- Mark Sheets and Certificate of X, XII, Final year, latest qualification.
- Mark sheets for all semesters during Graduation & Post Graduation
- Mark sheets and Certificates of Diploma(s)
- Mark sheets and Certificates of any training(s) attended
- Any other additional diplomas/certificates (Mark-sheets)
- 5 Photographs (Passport size)
- Personal Bank cheque and Bank Statement (HDFC OR Non- HDFC)

Previous Employment Record:

- Offer / Appointment / Confirmation Letter from all previous employer(s)
- Appraisal Letter from all previous employer(s)
- Relieving Letter and Work Experience Certificate from all previous employer(s)
- Copy of the resignation letter of your previous employer(s)
- Salary slips / certificate / bank statement (Last 3 months) from the last employer

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

YASHASWI

NEEM Trainee Reg.No. : 564699 Date:- 18/Jan/2022

NEEM TRAINEE CONTRACT LETTER

To,
Ashwathi Mohan Pillai,
Vishnu Bhavan, Near Krishna Nagar, Balagram, Bushidham, INS Shivaji Road, Lonavala, Maharashtra - 410402

Dear Ashwathi,

With reference to your application with us for Intern-CAX, we are pleased to engage you as "**Intern-CAX**" in "**FAURECIA INDIA PRIVATE LIMITED BHOSARI**" subject to the following terms and conditions :

1. The Period of training shall be 12 months with start date 01/Feb/2022 and end date 31/Jan/2023.

2. You will be paid consolidated monthly stipend of Rs.15000.00/-

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

YASHASWI

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

15. Monthly Training Assessment Charges : Rs.100/- monthly fees would be applicable for the Third Party Training Assessment as part of the training programme and the same shall be deducted from the monthly Stipend payable.

For Yashaswi Academy for Skills,

Jayashree Sakpal
Authorized Signatory
Date:- 18/Jan/2022

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

(Signature of Trainee)
Date:-18/Jan/2022

YASHASWI ACADEMY FOR SKILLS
CORPORATE OFFICE : YASHASWI HOUSE, LANE NO. 15, PRABHAT ROAD, PUNE-411004, MAHARASHTRA, INDIA
t : +91 20 6749 2727 | e : information@yashaswigroup.in | w : www.yashaswigroup.in
CIN : U80903PN2014NPL151080

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

12

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Fri, Apr 29, 2022 at 5:08 PM
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.

[Quoted text hidden]

--

Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:08 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalai@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhaleon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmol414@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telegayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke036@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

(13)

TATA

(40)

Offer: Computer Consultancy
Ref: TCSL/DT20217841244/Hyderabad
Date: 21/11/2021

Mr. Kishor Bhushan Patil
House No9Bhadgaon Road,
Ozar,
Chalisgaon-424101,
Maharashtra.
Tel# -

Dear Kishor Bhushan Patil,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** 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, this offer is liable to lapse at the discretion of TCS 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 and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹7,950/-** per month.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-4

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan Park, No 1 Software Units Layout, Madhapur, Hyderabad 500081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Helpline: 1800 209 3111 Email: careers@tcs.com

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 **₹3,180/-** 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 of **₹0/-** 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

Monthly Performance Pay

You will receive a monthly performance pay of **₹1,500/-**. 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.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

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 expenses towards professional membership as per TCSL's policy.

RETIRALS

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

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% 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. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akurdi, Pune 411 044
D.Y. Patil Institute of MCA and Management

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

months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, 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.

3. **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.

4. **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.

5. **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.

6. **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.

7. **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.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

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

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

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

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

15. Retirement

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

16. Pre-employment Medical Certificate

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
D. Y. Patil Institute of MCA & Management
Akurdi
Pune
411 044
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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

24. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

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

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

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

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

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

K. Nimbalkar

DIRECTOR

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan Park, No 1 Software Units Layout, Madhapur, Hyderabad
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai
TCS Careers Helpline: 1800 209 3111 Email: careers@tcs.com

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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 Xperience Centres
Annexure 3: Confidentiality and IP Terms

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 (India)
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Cargo Service Line: 1800 209 8111 Email: cargo@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Kishor Bhushan Patil
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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.

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

*** 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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimbalkar

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

TCS Confidential
TCSL/DT20217841244

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TATA

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 – Gurgoan 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 Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O Trivandrum - 695581, India	

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

K. Nimbalkar

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Olympia Park, Plot 1 Software Units Layout, Madhapur, Hyderabad 500 081 (India)
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Helpline: 1800 209 3111 Email: careers@tcs.com

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.

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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.





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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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.

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan park, Plot 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Helpline: 1800 209 3111 Email: careers@tcs.com

(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.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TATA

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.

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

K. Nimbalkar

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Decompanel, No 1 software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 666 7 2000 Fax: 91 40 666 7 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Services: 1800 209 3111 Email: careers@tcs.com

(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.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccan Park, Plot 1, Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Services: 1800 209 3111 Email: careers@tcs.com

eClerx

Internship Offer

Date: 10-Jun- 2021

Dear Divya Shrivastava,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune**.

Your internship will begin on 15th June, 2021 and will extend to 14th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

Andrews Simon
Associate Principal – Human Resources

Accepted By

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

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125315]

(15)

Plobal Apps

(43)

Date: 06-05-2022
Name of the Employee: Mr. Ganesh Bhagwan Junnerkar
Address : Gavthan, Khadaki, Pune, Maharashtra-410503

Dear Mr. Ganesh ,

This has reference to your application and subsequent discussions We are pleased to offer you the post of **Product Engineer** on behalf of **PLOBAL APPS** (PLOBAL TECH PVT LTD ("Company")) .You are directed to report for duties on or before **9th May, 2022**. In case if you fail to join duties on or before the stipulated date, the Company, may, at its sole discretion, extend the period in writing.

1. **Location**

   You shall be based at **Pune** and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. **Transfer**

   The Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your services are transferable at short notice, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded / deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

3. **Compensation Package**

   Your total cost to Company will be **4,00,000/- per annum** detailed in **Annexure A**. The compensation and revision shall be governed by the policies and guidelines of the Company presently applicable and as may be modified from time to time. You will be paid monthly in arrears by credit transfer to your designated bank account on the last day of each calendar month. You shall become a member of Provident Fund and Employees' Pension Scheme and other applicable Employee Welfare/ Benefit Schemes as presently applicable and as may be modified from time to time.

4. **Performance of Employee's Duties**

   The Employee agrees that he owns his employability and shall keep his skills and expertise update and relevant for performance of his duties in the Company. The Employee further agrees that he shall not use the Company's information for his personal gain and work towards the best interests of the Company at all times and ensure that there is no conflict of interest in performing the Company's duties.

5. **Probation Period**

   Employee will be required to serve a probation period of 3 (Three) months, after the completion of which, the performance of the Employee will be formally reviewed. The Company may extend the probation period, if deemed necessary. The probation period will be confirmed only upon the issuance of a letter of confirmation.

6. **Holidays / Leave**

   6.1 General holidays will be declared at the beginning of the calendar year and are a benefit for all full-time employees. Employee may be called upon to attend duties as and when required on holidays, as may be

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

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

scheduled in accordance with the needs of the Company. Employee shall be entitled for leaves as per the Company leave policy, as amended from time to time.

6.2. Employee will be entitled for leave at such time and of such duration as the Company may grant depending upon the exigencies, in accordance with the Company's rules and regulations in force, introduced hereafter or modified from time to time. It shall be Employee's sole responsibility to keep itself updated of any changes in company policy as effected from time to time.

7. **Benefits**

7.1. Employee shall be entitled to the benefits as provided by the Company, as per Company's policies and procedures. The Company from time to time may revise the benefits it provides to its employees. As and when such benefits are introduced or modified, Employee shall be entitled to avail such benefits.

8. **Conflict of Interest:**

8.1. The Employee is the Company's whole time employee and shall not engage in any outside work over and above the legitimate work in the Company, on duty days, on holidays or when on leave.

8.2. During employment, the Employee will not, directly or indirectly, without the written consent of the Company's management, and whether or not for compensation, either on his own account or as an employee, officer, agent, director, owner, partner, joint venture, shareholder, investor, or in any other capacity knowingly engage in any activity or business which is the same or substantially similar to the Company's business.

8.3. The Employee agrees that he personally shall not enter into any situation which competes, compromises, jeopardizes or conflicts with the Company's business interests including entering into any arrangement or relationship with Company's competitors either through the Employee or through others, either for compensation or not. During the execution of the Agreement, Employee shall disclose any such information which includes any other work taken or being performed for remuneration (part-time or otherwise) or work in an advisory capacity, outside the Company.

8.4. The Employee shall not after a period of 2 years from the date of termination of this Agreement work directly with any of the clients / customers of the Company or any significant competitor of the Company or any such company which the Company is a technology partner or is any such relationship partner, thereof.

8.5. The Employee agree that during the term of this Agreement and during the duration as mentioned in clause 8.4, it shall not in any manner either directly or indirectly solicit or entice the other employees, vendors or customers of the Company to join or enter into transactions, as the case may be with either directly or indirectly or with other entities which are in direct or indirect competition with the Company.

8.6. The Employee shall not circumvent the Company's business efforts and directly interact or conduct business in any form, for consideration or otherwise, with the Company's customers / potential customers. The Employee shall not dissuade potential customers, or cause jeopardy to any of Company's business revenues or use Company's information network or resources to one's own (whether direct or indirect) benefit.

9. **Termination**

9.1. Employee may choose to voluntarily terminate this Agreement by providing prior written notice to the other party or by paying remuneration in lieu thereof:

- During Probation: 90 days

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

- After Confirmation: 60 days

It shall be complete discretion of the Company, to accept the Employee's request to buy-out the notice period or exempt the Employee from serving the notice period.

9.2. The Company may terminate the Employee's employment upon providing 15 days' notice or any such lesser notice duration as it deems fit to the Employee, should any of the following events occur:

(a) The sale of all asset or shares of the Company

(b) The Company's decision to terminate its business, liquidate its assets or the business conditions of the Company;

(c) The merger or consolidation of the Company with another company.

(d) Performance of the Employee, disciplinary or other such issues.

(e) Negative reports from any back-ground check or from references provided by the Employee.

10. Employment Policies and compliance.

a) The Employee agrees to all employee policies, terms, processes, and regulations of the Company. The Company agrees to provide such information on a regular basis. Any terms and conditions not specifically covered under this Agreement shall be governed by the internal rules and regulations of the Company. The Company has policies and processes in situations of death, incapacity, illness, travel, reimbursements, leave, bonus, pay in lieu of termination notice, performance appraisals.

b) The Employee agrees to abide by all applicable laws and regulations and support the Company in adherence to legal requirements.

11. Confidential Information

11.1. "Confidential Information" shall mean any and all information, including but not limited to the information relating to business and product or service plans, financial projections, customer lists, business forecasts, sales and merchandising, human resources, patents, patent applications, computer/software object or source code, research, inventions, processes, designs, software, know-how, trade secrets, methods, inventions, improvements, drawings, engineering, marketing or finance to be disclosures, names and positions of employees and/or other proprietary and/or confidential or proprietary or which information would, under the circumstances, appear to a reasonable person to be confidential or proprietary.

11.2. At all times, both during and after employment with the Company, employee will not use (except for the benefit and at the direction of the Company) and will hold in confidence and not disclose (without written authorization from the Company, except to the extent employee is authorized to do so in the course of performing duties) any proprietary information or trade secret (technical or otherwise) of the Company or any third party to which employee gain access pursuant to the employment, until such information becomes generally and rightfully known outside the Company without non-disclosure, restriction, or for the maximum period of time for maintaining trade secrets. Employee should not make unauthorized copies of such confidential information and to return to the Company immediately upon termination of employment or upon request by the Company all tangible forms of such confidential information, including but not limited to customer/ affiliate's business information, financial information, documents, employee lists, customer lists including client's confidential information or phone books, or any other the Company confidential information.

11.3. Employee Agrees and acknowledge that any disclosure, misappropriation, conversion or dishonest use of any "Confidential Information" or making any unauthorized copy of any Confidential Information of the Company or any of its Clients, shall in addition to any remedies available under the law, make

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

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0

Employee criminally liable for breach of trust u/s 405 of the Indian Penal Code, 1860 and such other offence depending upon the criminal act of the Employee and also, the Management will take any such legal action .

12. Intellectual Property Information:

12.1. For the Purpose of this Agreement, "Intellectual Property" includes but is not limited to ideas, concepts, creations, discoveries, inventions, improvements, know how, trade secrets, trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs including their object or Source Code, data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments.

12.2. Employee agrees and acknowledges that all Inventions and Intellectual Property and other rights related thereto (including intellectual property rights) shall be regarded as "works for hire" under the applicable laws, during the term of the Employment and that (a) are developed using equipment, supplies, facilities or trade secrets of the Company, (b) result from work performed for the Company, or (c) related to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company. Employee hereby irrevocably assigns the ownership rights to the Company immediately upon their formation in perpetuity. At the request and expense of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be requisite to enable the Company to exploit the Intellectual Property to the best advantage and shall execute all documents and do all things which may be necessary or desirable to protect the Intellectual Property.

12.3. The Employee irrevocably appoints the Company to be his attorney in his name and on his behalf to sign, execute or do any such instrument or thing and generally to use his name for the purpose of giving to the Company (or nominee of the Employer) the full benefit of the provisions of this clause and in favour of any third party a certificate in writing signed by the Company or any Director or the secretary of the Company that any instrument or act that falls within the authority conferred by this clause shall be conclusive evidence that such is the case.

12.4. Rights and obligations of this clause shall continue in force after termination of this Agreement in respect of the Intellectual Property made during the Employee's employment under this Agreement and shall be binding upon his heirs, successors and representatives.

12.5. Employee agrees to protect the trade secrets, copyrights, trademarks, processes, methods, techniques, improvements, ideas, copyrightable works, and other Intellectual Property of the Company. Employee, who improperly uses or discloses trade secrets or confidential business information including that of the Company's customers, will be subject to disciplinary action, including termination of employment and further legal action.

12.6. Disclosure of Inventions owned or controlled by Employee: Employee agrees to provide all the inventions and Intellectual Property to which Employee claim ownership and have been developed by Employee (whether individually or in collaboration with other parties) prior to commencement of the employment with the Company and desire to refrain from using during the course of the employment and remove from the operation of this Agreement . If no such disclosure is provided by the Employee, is shall be deemed to

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

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

be believed that Employee has no ownership or title over any such Inventions and Intellectual Property at the time of signing this Agreement.

13. Assignment

Company shall have the right to assign any of its rights or obligations under this Agreement without any advance written notice or consent of the Employee, in the events, such as (including but not limited to), the sale or transfer of all or substantially all of the assets of the product line or business of the Company.

14. Relationship of the Parties

The relationship between the Company and the Employee is solely that of employee and employer.

15. Governing Law

This Agreement shall be governed by, and construed in accordance with, the laws of India, and subject to the Courts at Pune.

16. Other Terms and Conditions

a. During your employment, you will be subject to the service rules and regulations applicable from time to time.
b. The terms and conditions contained herein, and of the Annexure hereto shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your employment.
c. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by the HR Manual and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
d. You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with us.
e. You shall not, during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Company.
f. You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.
g. You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.
h. If at any time you involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Company the details thereof.
i. You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
j. You shall not during your employment with the Company carry on any venture in any capacity apart from that as instructed by the company.

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

K. Nimbalkar

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

k. You shall not, at any time during your employment or within Twelve months of termination of your employment, either on your own account or for any other person, firm or company, solicit or endeavor to entice away from the Company any employee of Company or any Customer of Company known to you through your work.

l. You shall submit the requisite documents pertaining to your previous ventures/employments. Also, you will ensure that all clearances from your previous ventures/employees are available for submission with the Company. You may need to provide such documents to the Company if required.

m. You shall not at any time during your employment or within a year of termination of your employment either on your own account or for any other person, firm or company, solicit or endeavor to entice away from the Company or conduct business with any person, firm or company known to you through your work, who at any time during the period of one year preceding the date of such termination or at the date of such termination was a supplier to or customer of, incubated by, working for a affiliated company or was in the habit of dealing with the Company.

n. You hereby agrees that the Company may from time to time collect, store, process, use, share or disclose personal data (including sensitive personal data) relating to you in connection with your employment with the Company. For the purposes of this clause "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules.

o. The Company shall have right to take the requisite appropriate action in case of failure to comply with the clauses of this agreement.

17. Severability

Nothing herein contained shall be construed so as to require the commission of any act contrary to law, and wherever there is any conflict between any provision of this Agreement and any present or future statute, law, ordinance or regulation, the latter shall prevail, but in such event the provision of this Agreement affected shall be curtailed and limited only to the extent necessary to bring it within legal requirements.

18. Waiver

The failure of a Party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver thereof or deprive that Party of the right thereafter to insist upon strict adherence to that term or any other term of this Agreement.

19. **Validity**

In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing. Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your appointment letter. **Please sign and return a copy of this communication in acknowledgement of receipt and acceptance** of the terms and conditions of this contract.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nambo

DIRECTOR

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

Plobal Apps

For Plobal Tech Private Limited.

Harish Kanamadi
Lead HR & Strategy

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this offer letter/ appointment letter, and all the Annexure hereto. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature : _____
Name : Ganesh Bhagwan Junnarkar
Date: : 6th May 2022

Annexure A

Component	Amount/Annually
Basic	2,40,000
HRA	96,000
Petrol Allowance	12,000
Telephone and Internet Allowance	12,000
Education Allowance	2,400
LTA	-
Special Allowance	37,600
Total CTC	**4,00,000**

1. **As an Employee Benefit**: All employees insured worth ₹ 500,000/- of coverage along with their Parents, Spouse and 2 Kids.

Employee Signature

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

ptc

PTC
Confidential

June 28, 2022

Mayuri Dadaso Shirke
Matoshree nivas S R No 26/3,
Sadashiv colony,Opp. Paddamji paper mill,
Thergaon,
Pune- 411033

Subject: Offer of Employment

Dear Mayuri,

We are pleased to offer you the position of **Product Analyst** on a full time basis, with PTC Software India Private Limited.

Your date of joining will be **June 30, 2022**. Please confirm your acceptance on or before July 01, 2022, post which the terms of this offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

Salary

Your gross annual salary will be INR **7,50,000** which shall be inclusive of the applicable statutory benefits, and allowances, if any. Any additional benefits shall be provided in accordance with PTC India policies. Taxes shall be deducted at source in accordance with the Income Tax Act in force. Your salary shall be paid on a monthly basis in arrears. The salary breakup or detailed salary structure is provided with this offer letter as an Annexure B.

Obligations & Conduct

All terms and conditions of your employment, including the code of conduct, will be in accordance with the PTC, all other policies and procedures as mentioned on PTC's intranet / PTC HUB, and the Terms of Employment attached to this offer letter in Annexure A, which you will be required to execute with PTC before or at the time of joining.

This offer is contingent upon your full, complete and accurate disclosure to PTC of any and all arrangement or agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by PTC. PTC also reserves the right to terminate your employment with immediate effect in the event of any misrepresentation,incorrect or inadequate disclosure or concealment of facts on your part.

Hours and Business Travel

The Company business hour is generally from 9:30 AM to 6 PM (5 days a week) subject to a lunch break of half an hour, However depending on business need, it may vary. Notwithstanding, your duties may require you to engage in travel on behalf of the Company, and to work any additional hours required by the nature of the business of the Company. You expressly agree to accept such reasonable travel and hours of work without additional compensation. Business travel and assignments outside of India will be notified to you in advance, but you agree that you will not refuse such travel and assignments without imperative reasons.

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

ANNEXURE A – TERMS OF EMPLOYMENT

1. You hereby agree and undertake to perform various duties and responsibilities as may be required by PTC and devote the whole of your time and attention to the business of PTC, to the best of - your skills and abilities and to promote the interests and welfare of PTC.
2. You may be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.
3. Since you are in the full-time employment arrangement with PTC, while in the employment of PTC, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis or offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in Employee's own business, without the prior written consent of PTC. You shall comply with all directions given by PTC and faithfully observe all the rules, regulations, and arrangements applicable to you.
4. You agree and undertake to be bound by all the policies and procedures of PTC, as may be drafted, revised, amended and/or updated from time to time
5. You represent and warrant that you have not entered into any previous agreements or covenants which may be in conflict with this agreement, or which would preclude you from fully performing your job duties for PTC. You further agree not to disclose or otherwise make use of proprietary or confidential information belonging to other or any third party, which you acquired prior to your employment with PTC, and which you are under obligation to keep secret.
6. You shall comply with all applicable laws in relation to your employment with PTC. In addition, you shall also comply with foreign laws in relation to anti-bribery and anti-corrupt, including but not limited to the Foreign Corrupt Practices Act of the US and the UK Bribery Act. You agree during the term of your employment: To refrain from improperly using PTC funds or assets for "Political Contributions" or "Questionable Payments" and refuse all gifts from suppliers, customers, or government agents and avoid other unethical or illegal business activities.
7. All other terms and conditions of employment not detailed in this letter will be in accordance with minimum Indian statutory requirements.
8. You agree to keep secret and not disclose to parties outside PTC any confidential or proprietary information with respect to PTC's business of which you become aware, whether or not developed by you, except as required in your duties to PTC, nor will you make use of such information for your personal benefit or for the benefit of others or in any way detrimental to PTC. By way of illustration, but not limitation, proprietary information includes any information, not generally known, with PTC has expressly or implicitly protected from use by unauthorized persons or from unrestricted disclosure, such as, but not limited to trade secrets, inventions, discoveries, product designs, software documentation, technical product descriptions, methods, processes, data, marketing plans, forecasts, unpublished financial statements, budgets,licenses, prices, costs, sales quotas and employee, customer and supplier lists, as well as any evaluations, assessments, unique skills, knowledge or experience, or any other information related to employees, customers, or suppliers. You acknowledge and agree that these obligations of confidentiality shall In order to further protect PTC's confidential or proprietary information as outlined above as wellas its good will, you agree that during the term of your employment with PTC and for one year after termination thereof for any reason, that you will not directly or indirectly solicit or cause others to solicit or hire PTC's employees for competitive employment anywhere within the country in which such employee is employed by PTC.
9. You acknowledge and agree that the intellectual property as well as any portion thereof you have developed shall be the sole property of PTC from date of creation thereof. You agree that the exclusive ownership of all content and/or part of intellectual property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to PTC from date of creation. The Employee hereby waives all moral rights in relation to the intellectual property.

K. Nirmala
DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

10. You hereby irrevocably, absolutely and perpetually assign to PTC worldwide rights in respect of all of your right, title, and interest, including intellectual property rights, in respect of the intellectual property developed by you, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor do the rights transferred therein revert to you, even if PTC does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with PTC in perfecting the PTC's rights in any of its intellectual property. To the extent any assignment of intellectual property cannot be made to PTC or its designees, for any reason whatsoever, you hereby irrevocably, absolutely and perpetually agree to assign to PTC or its designees, all of the right, title and interest including intellectual property rights therein or any part thereof.

11. Termination:

You will promptly return to PTC upon termination of employment all documents and other materials developed for or otherwise belonging to PTC and all copies and materials shall remain the exclusive property of PTC.

i) Termination by either party: Either party may terminate the Terms of Employment or employment with PTC upon written notice to the other party. The termination would be effective after one (1) month from the date of the receipt (by the other party) of such notice (hereinafter referred to as the "Notice Period"). Alternatively, the Company may terminate the Employee's employment with immediate effect, upon giving the Employee salary in lieu of notice or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In case the Employee has given a notice to resign or terminate Employee's employment or resign from services, the Employee is expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, upon Employee's request allow Employee to leave service during the notice period only upon Employee making payment to the Company in the form of damages for breach, the amount equivalent to Employee's salary for the balance unexpired portion of the Notice Period.

ii) Termination by PTC due to your misconduct: Notwithstanding anything mentioned in the Terms of Employment, PTC may terminate your employment under this Terms of Employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) due to your fraudulent, dishonest or undisciplined conduct, (ii) your breach of the integrity, or embezzlement, or misappropriation or misuse or causing damage to the PTC's property, (iii) insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your conviction for any offence involving moral turpitude, (iv) breach of any terms of this Agreement or the PTC's policies or other documents or directions of PTC, (v) you going on or abetting a strike in contravention of any law for the time being in force, (vi) misconduct as provided under the labour laws / Acts or PTC policies.

12. Retirement: You will automatically retire from PTC on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of PTC.

13. You will hand over all papers, files, documents, - CD, USBs, software and all other documents owned by or belonging to PTC on or before your last day of employment with PTC. Only after PTC has taken over from you the above documents, your account of dues will be settled by PTC.

14. PTC shall have the right to transfer and assign this agreement and your employment to its subsidiary or to an alternative location in India. In the event your employment transfers to subsidiary of PTC, Inc. / PTC US, or from PTC location to another, such transfer shall not be deemed a termination of your employment for purposes of severance compensation, and you shall not be entitled to any severance compensation as a result of such transfer.

15. You hereby indemnify and always keep indemnified PTC against all damages or losses that may arise due to your willful breach of this contract or Terms of Employment, and any claim arising out of your prior employments. You shall be solely responsible for getting all your clearances/dues from your prior employments. It is upon you to defend any action of your previous employers for recovery of any dues.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nirmala

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

16. Details of this offer are considered personal and confidential and should only be discussed with your prospective management, your attorney or tax advisor, your spouse or as may be required by law, statue or regulation.

17. Governing Law and Jurisdiction: This Terms of Employment shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Terms of Employment. The parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Bangalore, India and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

18. Data Privacy: The Company may, in connection with the Employee's employment, receive personal data relating to him or third parties associated with him (such as spouse or children). Such data may be received from the Employee, or from other sources, and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. Company may process such data for relevant and limited purposes. By signing this Agreement, the Employee expressly consents to the following:

    a. the processing of his personal data by the Company;

    b. the collection and processing of sensitive personal data about him for limited purposes;

    c. the transfer worldwide of personal data held about him by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of his personal images and voices in marketing material, videos, etc.; and

    d. treating any personal data to which the Employee has access in the course of his employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to him.

19. Waiver: No waiver by PTC of any breach of this Terms of Employment shall be a waiver of any preceding or succeeding breach. No waiver by PTC of any right under this Terms of Employment shall be construed as a waiver of any other right. PTC shall not be required to give notice to enforce strict adherence to all terms of this Terms of Employment.

Sincerely,

Akanksha Sana
Senior Director, India HR Delivery
PTC Software (India) Pvt. Ltd.

To indicate your acceptance of this offer and the terms and conditions of this letter, please sign in the space provided below and return one copy at your earliest convenience.

EMPLOYEE:

I have read and agreed to all the above Terms of Employment and I hereby accept the same.

Signature: _____

Name: _____

Date: _____

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

ANNEXURE B - COMPENSATION DETAILS OF MAYURI DADASO SHIRKE

Brief description of the compensation components:

Sl. No.	Particulars	Per Month (INR)	Per Annum (INR)
A.	Basic Salary	31,250	3,75,000
B.	Gratuity Contribution	1,302	15,625
	PF Contribution	3,750	45,000
C.	Flexible Component	26,197	3,14,375
D.	Total Base Salary		7,50,000

You will also be eligible for a Night Shift Allowance of Rs. 86,000/- Per Annum for Shift II and Allowance of Rs. 1,12,000/- Per Annum for Shift III. This allowance will not be applicable if you work in morning/day shift.

The Employee understands that the Company reserves the right to change the Incentive Plan at any time as it deems fit. In addition, the Company reserves the right to terminate the Employee's participation in the Incentive Plan at any time with or without cause and with or without prior written notice.

A. Basic Salary - A fully taxable component

B. Retirement Benefits: Provident Fund and Gratuity are retirement benefits as mandated by the law.

C. Flexible Component – Part of salary which you can customize to get maximum tax benefit. You can choose between elements mentioned below accordance with the Income Tax rules.

1. Leave Travel Assistance
2. House Rent Allowance
3. Children's Education Allowance
4. Children's Hostel Allowance
5. Reimbursement of Internet (broadband/data card) usage expenses
6. Food Coupons

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

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

ANNEXURE C - BENEFITS

Annual Leave & Insurance

The employee shall be entitled to leave according to company rules, details of which are mentioned below and may be subject to amendment from time to time.

The employee will be entitled to 21 days of Privilege leave, 8 days of Casual leave and 4 days of Sick leave. Women employees will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017. Upon your joining please refer to the company intranet for additional details.

INSURANCE

The company offersa very generous insurance coverage to the employees and the contributions towards the same is borne entirelyby the company.

- **Medi-Claim Policy**
- ✓ Coverage: Self +3 dependents (2 dependent children/ spouse/ parents/parents-in-law)
- **Personal Accident Insurance Policy**
- ✓ Coverage: Self
- **Group Term Life Insurance Scheme**
- ✓ Coverage: Self

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

– 17

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105

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

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

FACILE

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Fri, Apr 29, 2022 at 5:08 PM
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.

[Quoted text hidden]

--

Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835

FACILE

49

(17)

Dear **Hanmant Garad**

13th May 2022

Sub: Offer Letter

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us we are very pleased to offer you the position as **"Junior Software Engineer"** in our organization at an **Annual CTC 3,50,000/- (Three Lakh and Fifty Thousand only).**

You would be on a **Probation Period** of **06** months effective from your date of joining.

Performance Incentive:
The **Annual CTC** includes a **Performance Incentive** of **INR 30,000/-** per annum **(Thirty Thousand only)** payable on **completion of 01 year continuous service with us.** The Company may, at its sole discretion, provide any additional incentives to you, linked to your performance and depending on the Company's financial performance, in the form and manner determined by the Company ("Performance Incentive"). You shall be entitled to such Performance Incentive, if granted, if eligible and only if you are in the regular employment of the Company (i.e. the Letter is subsisting or no notice of termination either voluntary or otherwise has been served either by you or the Company) on the date when the Performance Incentive is due and payable to you. You will be paid incentive by the Company as per the policy formulated by the Company in this regard. The incentives payouts are subject to changes/revisions at the sole discretion of the management.

Retention Bonus:
No Retention Bonus.

You are required to submit the following documents (photocopy) at the time of joining us:
- Proof of identification - photocopy of Election card/PAN card
- Proof of Address (current and Permanent both)
- Photocopy of passport/Ration card/Driving/License/Lease Agreement)
- All Educational certificates (School & College).
- All Professional certificates/relevant documents.
- Last drawn salary slip from the previous organization.
- Clearance/No Dues Certificate/Resignation Acceptance Letter from previous employer, if applicable.
- Latest Form 16 (if you are an IT assessed)
- Two passport size photographs (white background ONLY)

Please bring your original documents at the time of joining for the verification purpose and submit a copy of the Resignation Letter from your previous employer within one (01) week from the issue of this Offer letter. If we do not receive offer acceptance within 03 working days your offer stands cancelled.

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

K. Nimbalkar

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

FACILE

You are required to join us on or before **16th May 2022 at 01:00 pm** at our **Pune** office, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Look forward to a long & meaningful association with you.

Thanking you

For Facile Info-Serv Pvt Ltd,

FACILE INFO-SERV PRIVATE LIMITED

Deepak Sham Virat

Senior Manager - Human Resources

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

Akurdi, Pune-411 044

hr@facileserv.com, info@facileserv.com

020-46260000 , 020-46260001

1st Floor, Tower 4, World Trade Center, Kharadi, Pune - 411014, Maharashtra, India.

CIN: U72900MH2018OPC306630

www.facileserv.com

(18)

mprove

January 23, 2023

(56)

Name: **Neha Pawar**
Designation: Software Engineer
Employee ID: MP-0023

Dear **Neha**

We are happy to confirm your employment with MPROVE after successful completion of your Probation and Training Period. We appreciate all your contribution to the company mission and growth. In the year ahead, we hope that you continue to perform with same enthusiasm to reach greater heights.

Post probation period and confirmation, your designation would be "**Software Engineer**"

Based on your performance during PLM training and thereafter with our esteem customer Processia, we are pleased to inform you that you are eligible for annual increment.

Your revised Annual CTC (Cost to Company) will be **₹ 300,000 /-** (Rupees Three Lakh only) effective from 6th January 2023.

The revised CTC is defined based on market inputs, your contribution to the company and your capability analysis done through your performance assessment.

We thank you for your contribution to the organization and wish you all the best for your upcoming assignments.

Please note, compensation is always confidential information, and we expect you not to discuss your salary with your co-workers in MPROVE and at client place as well.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Terms and Conditions: -

Salary Review	:	Your salary will be reviewed from time to time based on your contribution, performance, and company results.
Full time employment	:	Your position is a full-time employment with the company, and you will work exclusively to the business of the company. You will not take up any other work for remuneration
Work Schedule	:	You will be required to observe the normal working hours of the location to which you are assigned. You will have to sit for extended periods depending upon business exigencies.
Travel	:	You may require undertaking tours or other assignments in connection with the company's business units of the company. You will be eligible for travelling expenses and other allowances according to the rules in force at that time.
Confidential Information	:	You will not at any time, without the consent of the Director, disclose or divulge or make public, except on legal obligations, any information regarding the company's affairs or administration or research carried out which may be confided to you or become known or otherwise. You will be required to sign an undertaking to this effect.
Communication	:	Any communication carried out in the company premises or on behalf of the company outside its premises can be subjected to scrutiny. In case this communication is found to be to the detriment of the company the company is free to take whatever action it deems appropriate.
Past Record	:	If the declaration given by you to the company proves to be false, you will be liable to be terminated without any notice.
Termination	:	Your services with us may also be terminated by the Management without notice or compensation, if you are found guilty of improper behavior, gross negligence of duty, misconduct and dishonesty or repeated performance issues.
On Separation	:	On resignation, you will immediately give up to the company before you are relieved, all the IT Assets, correspondence, specifications, books, literature, drawings & other records belonging to the company or relating to its business and shall not make or retain any copies of these.
Notice Period	:	Your employment is terminable by yourself or by the company upon giving of 3 months' notice period. During the period of notice you shall not be entitled to any leave except at the sole discretion of the management. if the notice period will be served full or employee can be relieved early will be also at the discretion of management. In case of any medical emergency, employer has the authority to give buy out option of pay basic salary in lieu of notice to employee. In certain circumstances related to

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

termination, the company will not be required to give any notice to employee to terminate the employment.

Earned Leaves	:	You will be eligible for 21 paid leaves in a year post successfully completion of your training period. Leaves will be earned monthly on Pro rata basis.
Deductions	:	The above salary would be liable for deduction for Govt. taxes, contributions and subscriptions if any.

In case of any further clarifications, please contact us.

MPROVE PLM DATA SOLUTIONS Pvt. Ltd.

Skulkarni

Shilpa Kulkarni
Director

Signature: _____

Employee Name: _____

D. Y. Patil Institute of Management Akurdi, Pune 411 044

K. Nimbalkar

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

mprove

Total Monthly Salary Breakup

Basic	13,470
HRA	4,490
Conveyance	2,245
Special Allowance	2,245
Gross Salary	22,450
Deductions	
P.Tax	200
ESI	-
PF	1,616

	1,816
Net Salary	20,634

	MONTHLY SALARY	ANNUAL SALARY
A. Basic Salary	13,470	161,640
Sub Total A	**13,470**	**161,640**
B. Allowance		
HRA	4,490	53,880
Conveyance	2,245	26,940
Special Allowance	2,245	26,940
Sub Total B	8,980	107,760
Total (A+ B)	**22,450**	**269,400**
C. Insurance		
Medical Insurance	306	3,672
Sub Total C	306	3,672
Total (A+B+C)	**22,756**	**273,072**
Gross salary (A+B+C+D)	**22,756**	**273,072**
Additional Benefits		
Gratuity	648	7,776
ESI	0	0
PF	1,616	19,397
TOTAL CTC	**25,020**	**300,245**

Note:

- The above Compensation structure may be changed by company at its sole discretion from time to time.
- You along with your dependents (as declared with HR) are included in Company Group Insurance, your individual coverage is Rs. 100,000.
- Any amounts claimed under Additional Benefits will be subject to deduction of tax at source as per IT act. The entitlements automatically lapse (except Gratuity) if not claimed in the respective financial year.
- Finance may prescribe procedures (including rules and timelines) for claiming certain reimbursements. Kindly refer to the intranet for information on such procedures.

- **Service Agreement: You agree and hereby sign the Service Agreement of 2 years from your date of appointment 4th February 2022 Breach in service agreement will attract a penalty/ recovery of entire training cost which is Rs, 1,00,000 (Rupees One lakh)**

Gratuity: You will be eligible for Gratuity as per Government norms.

Signature: _____

Employee Name: _____

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

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

autoplant

(19)

Date: 04 Jul 2022

(58)

Appointment Letter

Pallavi Jagtap
Navi Mumbai

Dear Pallavi Jagtap,

We refer to the personal interview you have had with us we wish to inform you as under:-

This is to formalize our offer of appointment to you in our organization, Autoplant System India Private Limited, with effect from 04 Jul 2022 on the terms and conditions mentioned below. This appointment letter is highly confidential between you and the Company and any disclosure of the same to any third person will be viewed with utmost seriousness.

1. **Designation:** You are appointed as "Junior Software Engineer" and you shall report to Kiran Patil.

2. **Term of Appointment**: Your appointment is effective from 04 Jul 2022. Your work timings will be 09.30 a.m to 06.30 p.m. from Monday to Saturday, and alternate Saturdays being off.

3. **Compensation:** Your CTC will be **6,37,124.00** per annum which shall be paid in twelve equal monthly installments. Your gross salary's composition including statutory payments is described in Annexure 1.
   Any tax liability arising out of the benefits shall be at the cost of and responsibility of the individual employee. The company shall make payments after deduction of Income Tax at source as per Govt. rules prevalent at the time of disbursement of the salary / benefits.

4. **Probation Period**: You will initially be on probation for a period of 180 days which may be extended or reduced at the sole discretion of the Company. During the period of probation, the appointment is terminable either by the Company or by you by serving one month notice or payment of gross salary for that month.

   In case you decide to separate your services during the probation period, the Company, at its sole discretion, reserves the right not to accept salary in lieu of notice and relieve you only at the end of applicable notice period or on your completion of any pending assignments.

   On successful completion of your probation period and on review of your performance, your appointment to the above post will be deemed confirmed by the Company unless contrary intention is informed to you in writing. All other terms and conditions as mentioned in this Employment Agreement will remain the same.

5. **Confidentiality:** You shall not divulge any confidential information to any third party nor shall utilize any of the confidential information for any purpose other than the business of the Company and / or as may be required in the ordinary course of your employment with the company.

6. **Exclusivity**: You shall devote yourself exclusively to the performance of your duties in the Company and you shall not during the course of your employment with the Company, be engaged

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

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

autoplant

or concerned or interested in any other employment or business whether with or without remuneration. Further during the period of your employment with the Company, you shall not engage in any endeavor or activity which conflicts with the interests and business of the Company.

7. **Increments / Incentives:** Your increments and future prospects in the company shall entirely depend on your performance, efficiency and effectiveness, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors as company may deem fit. Increment in no case shall be automatic and/or a matter of right

8. **Duties and Responsibilities:** You shall comply with the rules, regulations, and procedures as notified by the Company from time to time.

   8.1. During working hours, you shall entirely devote your time, attention, and abilities to further the business interest of the Company.
   8.2. You shall, always, keep your manager promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company, provide such further information, and provide written records and/or explanation as your manager may require.
   8.3. You shall not, without the Company's prior written consent, be in any way directly or indirectly engaged in or concerned with any other business or employment during or outside your hours of work. You can, however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character only with the express permission of the Company.
   8.4. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company or create a conflict of interest with the Company. In addition, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.
   8.5. You shall render services and perform obligations and duties under this Employment Agreement accurately and in accordance with instructions, specifications, procedures, standards, guidelines, timeframe, if any, as issued from time to time by the Company for the performance of services to the satisfaction of the Company.
   8.6. You shall be responsible for corporate, personnel, and personal taxes, if any and shall indemnify and hold harmless the Company for any liability in this connection.
   8.7. You shall ensure that all reasonable skill, diligence, and care is taken in accordance with sound industry practices and/ or as specified by the Company from time to time, to the satisfaction of the Company

9. **Posting & Transfers:** The Management may place you on any assignment in any office / project / department / associate concern of the company, whether at present existing or which may be set up in future, at any place in India as it may consider necessary under its discretion from time to time.

   The Company reserves the right to transfer you on a temporary or permanent basis to other job functions or departments within the Company, and assign such other duties as may be deemed fit in the interest of the Company

   You shall comply with the Company's rules relating to relocation to or from a Customer location. On such posting you shall be governed by the terms and conditions and rules of service including conduct, discipline and administrative orders applicable to your category of staff employed in that Office. You are entitled to certain scheduled benefits which shall be centrally administered by the Company and during the period of administration of such schemes, the legal ownership of any movable or immovable property will remain with Company.

10. **Verification:** This appointment is based on the information supplied by you in your application, Employment Form and otherwise, and will be null and void if a material error (in the Company's

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

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

autoplant

opinion) is discovered at any time.

11. **Clear discharge from previous Employment:** You will be allowed to join only when you have obtained and produced a clear-discharge certificate/letter from your previous employer. You will also be required to deposit copies of relieving and service certificate(s) from (all) your other previous employer(s).

12. **Resignation and Termination:**
    a) This contract of employment is terminable by either side by giving 60 days notice period and during the notice period you will have to work and will not be entitled for any leave and your failure to do so may entail monetary damages to you. The period of notice shall commence from the date of submission of the resignation letter. In some cases, the Company may at its discretion reduce the notice period, subject to statutory norms, and depending on current role the employee is performing, and time taken to transition duties.
    b) The Company alone at its discretion may opt to make/accept payment in lieu of notice period, which will be calculated on the basis of the gross salary. Notwithstanding any terms and the conditions, the Company at its sole discretion may accept or reject your resignation from the services of the Company.
    c) However, your services may ne terminated by the Company merely by payment of notice pay in lieu of notice which will be calculated on your Gross Salary.
    d) Notwithstanding the above, the Company may terminate your services without any (without salary in lieu of notice), the event you commit any misdemeanor including but not limited to fraudulent, dishonest or undisciplined conduct, breach of integrity, embezzlement / misappropriation of company property, insubordination, insolvency, conviction of any offence, involving moral turpitude, irregularity of attendance, unauthorized attendance from the place of work for more than ten working days or upon loss of confidence in you by the management or for functional or behavioral incompatibility or upon your conducting yourself in a manner which is regarded by the Company as prejudicial to its own interest or to the interest of its clients.

13. **Suspension:** In case an investigation is to be carried out against you relating to any of the matters mentioned in para. 12 above, your services may be suspended without any subsistence allowance during the period of such investigation / enquiry.

14. **Leave:** You will be entitled to leave as per the Leave Policy of the Company which may vary from time to time at the Company's sole discretion.

15. **Age of Retirement:** You shall retire from the service of the Company as per the Retirement Policy of the Company from time to time (which currently provides the retirement upon attaining the age of 60 years)

16. **Intellectual Property Rights (IPR):** All IPRs devised, developed or created by you in the course of your employment with the company shall belong to and be the absolute property of the Company or of such other person as the Company may nominate.
17. **Confidentiality of Information** : You will not, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the company's technical know-how, business practices or any other information of a confidential character. You shall treat all information obtained by your colleagues during the course of your employment with the Company, either directly from the other employees of the Company, or during the course of your work with the Company, as strictly confidential. Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, etc., but shall not include information known or available to the

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

K.Nimbalkar

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

autoplant

Employee prior to his / her employment with the Company and/ or readily available to persons of ordinary skills in the assigned areas of technical / business expertise. You will not disclose by word of mouth or otherwise, particulars or details of business plans /trade secrets /finance /administration/ know how / and or any confidential information of business coming to your knowledge by virtue of your being in the employment of Autoplant System India Pvt Ltd.

18. **Company Property:** Upon the termination of your employment with the Company, you will not retain or continue to use (unless permitted by the Company in writing to do so) any documents, compilations, CDs, other electronic media containing any information relating to the Company or its business, equipment, vehicle, or residential premises/guest houses of the Company, whether owned or taken on lease by the Company.

19. **Policies, Rules & Regulations**: The following policies which have been adopted by the Company will be applicable to you and you shall convey to the Company in writing that you agree to be bound by the same.

i. Prevention of Sexual Harassment Policy
ii. Non Disclosure Agreement
iii. Any other policies as may be adopted by the Company from time to time at its sole discretion of the Company

20. **Force Majuere**: In the event of any fire, flood, explosion, act of Gods, riots. Commotion or acts of government or any cause beyond the reasonable control of the Company, this contract of employment may be suspended or terminated as the case maybe without prior notice.

21. **Other Matters:** Certified copies of your certificates and testimonials, including the proof of your age must be submitted for verification to Human Resources. If any of the information / documents / submitted by you for getting the employment is/are found to be false / bogus / fraudulent / misrepresentation your services being void, will be terminated forthwith without any notice or payment thereof.

We request you to return a signed duplicate copy of this Appointment letter to signify your acceptance of the appointment and the terms and conditions thereof.

It is our pleasure to welcome you into Autoplant System India Private Limited and we wish you a successful and endearing career in the Company

For **Autoplant System India Private Limited**

Esha M

Esha Mayekar
Manager – Human Resource

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

autoplant

Annexure

Autoplant System India Pvt Ltd		
Name	Pallavi Jagtap	
Position Title	Junior Software Engineer	
Location	Navi Mumbai	
Salary Components	**INR-Per Month**	**INR-Per Annum**
Basic	16,667.00	2,00,004.00
HRA	8,334.00	1,00,008.00
Special Allowance	2,998.00	35,976.00
Uniform Allowance	1,667.00	20,004.00
Leave Travel Allowance	1,667.00	20,004.00
Children Education Allowance	200.00	2,400.00
Monthly Gross Salary	**31,533.00**	**3,78,396.00**
Retirals		
PF Employer 12%	1,800.00	21,600.00
Mediclaim cover of 3LPA	833.00	10,000.00
Gratuity payable after 5 years	802.00	9,620.00
Total Fixed CTC	**34,968.00**	**4,19,616.00**
Additional Benefits		
Annual Performance Linked Incentives		1,00,000.00
Medical Allowance on Actual	2,083.00	25,000.00
Annual Health Check Up	5,000.00	5,000.00
Fitness Club Membership	1,667.00	20,000.00
Skill Upgradation Allowance	1,667.00	20,000.00
Mobile & Internet Allowance	625.00	7,500.00
Fuel Reimbursement	1,667.00	20,004.00
Electricity		20,004.00
Annual Cost to	**49,135.00**	**6,37,124.00**

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nambi

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

autoplant

Company		

Accepted by Pallavi Jagtap

Candidate's signature _____

Date 04/07/2022

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

autoplant

Benefits
Joining Bonus would be payable if you join the organization within 15 days of accepting the offer. This amount is payable post 6 months of your joining date.
Annual performance linked incentive would be eligible for annual performance depending on the individual and company performance which would be over and above the fixed salary mentioned in this Annexure. Year-end Performance Bonus is not payable on prorate basis in the event of employee leaving the organization prior to the completion of the performance review cycle.
Domiciliary medical expense can be availed for self+dependents+parents subject to provision of appropriate bills
Annual health checkup can be availed once in a year and is applicable from your date of joining subject to submission of bills
Fitness club membership can be opted for reimbursement subject to appropriate submission of bills/invoices
You can opt for reimbursement of fuel (CNG/ Petrol / Diesel) basis the limit subject to submission of appropriate bills/ invoices
You can opt for reimbursement of electricity bills basis the limit subject to submission of appropriate bills/ invoices

Candidate's Signature: _____

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimbalkar

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

20

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Pankaj Mohan Dubale

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:08 AM
To: dubalepankaj0103@gmail.com
Cc: placements@dypimca.ac.in

Dear Pankaj Mohan Dubale,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

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

K. Nimbalkar

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

60

(21)

Application Development
BI & Analytics
IT Consulting
Digital Services

(61)

Sellcraft Global Solutions
Right people at the right time

Date: 24th June 2022

To,
Mr. Karan Anil Kundalwal
Karanja.

OFFER OF EMPLOYMENT

Dear Karan,

With reference to your application for employment with us, and subsequent selection process, we are pleased to offer you the role of **Software Engineer** with Sellcraft Global Solution Pvt. Ltd (The "Company").

The offer is valid subject to your joining on **24th June 2022**. However in case client changes the same, the revised date will apply by the company in writing, and this offer shall automatically stand cancelled.

Your annual compensation (Cost to the company) will be **Rs. 5,50,008/- (Rupees Five Lakh Fifty Thousand and Eight Only)** per annum. The detailed breakup of the salary structure is in ANNEXURE A.

Your employment in Sellcraft Global Solutions Pvt. Ltd will involve deputation to **TCS** and for **Pune** location. You will be required to work for our client and the project for which you have been evaluated and selected.

The offer is valid subject to submission and verification of the validity of all the information given in all the documents including CV. The background checks from the current and the past employers will needed to be clean for confirmation of this offer. These checks could be conducted by our clients and their outcome will be considered final in this employment. In case of negative BGC, no compensation will be given for the duration of work.

Appointment letter will be issued after successful BGC and satisfactory performance report from client.

This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (Seven) calendar days from the date hereof.

We wish you a very successful career and look forward to a mutually beneficial and satisfying association.

For **Sellcraft Global Solutions Pvt. Ltd.**

Sony Limbu

Authorized Signatory

D. Y. Patil Institute of Management Akurdi, Pune 411 044

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

Sellcraft Global Solutions

Terms of employment

The salary will be paid after 05th of every month provided approved timesheet is received.

You will not leave the organization without giving 60 days' notice period or salary in lieu of the same and without handing over the project to client and obtaining their no objection for your release. Approved Time sheet and obtaining NOC for release from client is mandatory for Exit Formalities. In case you get absorbed on the permanent payroll of the client, you need to serve 60 days' notice with Sellcraft. After absorption to the client payroll you need to give client employee ID immediately.

It is your responsibilities to get the time sheet approved, and make sure that the hours approved are correct. The date of joining would be taken as the first approved date on the time sheet. Salary is payable only for efforts approved.

You are requested to complete the BGC Form given to you along with this offer letter (One passport size photograph to be affixed).

Below are the Supporting documents to be attached along with the BGC Form:

(a) Three passport size photographs
(b) Copy of Highest Degree certificate
(c) Copy of Highest Degree Mark sheets for all semesters
(d) Copy of Experience and Relieving Certificates
(e) Copy of Offer letter and Appointment letter.
(f) Identity Proof (Copy of Pancard and Passport/Voter's ID card/Adhaar Card/Driving Licence)
(g) Form 16 (if any)
(h) Copy of Pay Slips (last 3 months).
(i) Bank Statement (Entire Year)

In the BGC Form, you are also required to sign the declaration giving your consensus for doing the BGC.

You may upon instruction from clients be able to commence work from the reporting day. The BGC check will go on in parallel. If the BGC report is negative you shall be released/ terminated from the services with immediate effect without any compensation.

Client employee ID is issued to each of Sellcraft employee, which is used as reference for entry of time sheets into Client portal for daily tracking of work. Each employee's task is identified with respect to Work Order Number. You or your project leader can enter the time sheet. The time sheet has provision to enter the SWON, WON, efforts in hours, training taken, knowledge transfer etc. Hours spent on training, SWON, knowledge transfers are not payable. Salary is payable only for efforts approved. In case there is any difference in the client rate promised by our client to us and actual rate sanctioned in your timesheet, the first salary may be delayed till such time the rate is corrected. The documents to be submitted to RMG of Client on the day of joining are as per the list. Depending on the client deputation, the time sheet, reporting and process of attendance need to be adhered.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimod

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

Sellcraft Global Solutions

ANNEXURE - A

Remuneration Worksheet

Name of the Candidate	Designation	Date of Joining
Mr. Karan Anil Kundalwal	**Software Engineer**	**24th June 2022**

* CTC Breakup Statement *

Description	Amount (Rs.)
Basic	18,334/-
House Rent Allowance	9,167/-
Conveyance	2,000/-
Medical Allowance	1,500/-
Bonus	1,360/-
Performance Allowance	11,674/-
Monthly Gross	**44,034/-**
Company's Contribution to PF	1,800/-
Monthly CTC	**45,834/-**
Total Annual CTC	**5,50,008/-**
Amount in Rupees (Rupees Five Lakh Fifty Thousand and Eight Only)	

Statutory Deductions from Gross Salary:

- Deductions like Provident Fund, Professional Tax, ESIC and Income Tax as applicable.

All the terms and conditions of employment amended from time to time are applicable to the employees.

For **Sellcraft Global Solutions Pvt. Ltd.**

Sony Limbu

Authorized Signatory

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

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune-411 0

(22)

VOIS

(52)

08-July-2022

Payal Sachin Vispute
D/O Sachin Madhukar Vispute, 525, Madhumalti, Jijamata Housin Societi, Road No 5, Near Kamal Super Market, Haveli Sharad Nagar, Pune, Maharashtra - 412114

Dear Payal,

Welcome to Vodafone!

We are pleased to offer you the position of **Senior Executive, Engineer** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **Business@Mantri, Nagar Road, Lohegaon, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, Business@Mantri**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **10-October-2022** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation for a period of six months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

_VOIS

6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
   - The relieving / resignation acceptance letter from your present employer
   - 3 passport size photographs & a copy of your PAN card
7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2.** Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited.**

Yours sincerely,

For **Vodafone India Services Private Limited.**



Gopal Saha
General Manager – Resourcing

ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____





DIRECTOR
D. Y. Patil Institute of Master of Comput
Applications and Management
Akurdi, Pune-411 04

* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

_VOIS

Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Payal Sachin Vispute	
Designation	Senior Executive	
Band	I	
	Monthly Amount On (INR)	Annual Amount On (INR)
Component (A)		
Basic Salary	18,083	217,000
House Rent Allowance (HRA)	9,042	108,500
Leave Travel Allowance (LTA)	3,500	42,000
Flexible Allowance[1]	16,411	196,956
Component (B) - Retirals[2]		
Provident Fund (Company Contribution)	2,170	26,040
Total Fixed Pay (A+B)	49,206	590,476
Component (C) - Target Incentive[3]		
Target Incentive is @ 5% of Fixed Pay	2,460	29,524
Total Target Cash[4] (Fixed Pay + Incentive)	51,667	620,000

House Rent Allowance (HRA) – 50% of Basic salary

Leave Travel Allowance (LTA) – As per SOP. You can claim your privilege leave and choose to avail Tax exemption for Domestic Travel with family, wherein 'family' includes your spouse, children and wholly or mainly dependent parents, brothers and sisters.

Flexible Allowance Components[1]

Component	Guideline for Contribution
National Pension Scheme	Upto 10% of Basic Salary
Meal Reimbursement (Per Annum)	4 Coupons - Zone 1 (2,000), 19,250/- 21,400
Management Allowance	Balancing Factor
Car Lease Allowance (Applicable as per Band)	As per Band entitlement

1. Flexible Allowance is a basket of allowances where a user as an employee to optimize taxable income by opting for various allowances as per guidelines
2. Retirals (Applicable Provident Fund @ 12% of PF Wages where the company contributes an equivalent amount as deducted from employee's payroll as an employee contribution towards Provident Fund
3. Target Incentive is inclusive of the Variable Pay as payable under the scheme. Income Tax Payers will be subject to the incentive plan and Benchmarks as applicable to your role
4. Total Target Cash is Vodafone Group terminology. Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cost including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit
5. The contribution towards flexible components is subject to change as per Policy/Guidelines

Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual CTC and does not form part of the monthly take payment.

Taxation:
All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules while processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the 'Joining Bonus and not to perks reimbursement, if any.

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

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

Annexure 2 – Monthly/ Annual Benefits:

	Monthly/ Annual Benefits	Entitlements for Band H
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive **INR 40,00,000** as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for **INR 40,00,000**
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim insurance policy for Self & Dependents (Spouse + 2 Children) with total sum insured of **6 Lakhs**. Co-pay on claims to be applicable as per the medical plan. The premium for this cover is borne by the organization. You may also **opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount.** Co-pay on claims to be applicable as per the medical plan
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of **INR 11,000 every 2 years** (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/ disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of **INR 800 per month** which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: **Privilege leave (annual leave) of 22 days** **Sick leave - 7 Days** **Casual leave - 7 Days** In addition, there will be **11 calendar holidays.** Maternity & Parenting leave applicable as per Company's Policy

** The benefits are subject to change as part of periodic review. The latest benefits will be applicable as per the revision by organization

	Monthly/ Annual Benefits	Entitlements for Band I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive **INR 25,00,000** as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for **INR 25,00,000**
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children) with total sum insured of **6 Lakhs**. Co-pay on claims to be applicable as per the medical plan. The premium for this cover is borne by the organization. You may also **opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount.** Co-pay on claims to be applicable as per the medical plan
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of **INR 11,000 every 2 years** (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/ disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of **INR 800 per month** which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: **Privilege leave (annual leave) of 22 days** **Sick leave - 7 Days** **Casual leave - 7 Days** In addition, there will be **11 calendar holidays.** Maternity & Parenting leave applicable as per Company's Policy

** The benefits are subject to change as part of periodic review. The latest benefits will be applicable as per the revision by organization

K.Nirodi
DIRECTOR
D. Y. Patil Institute of Master of Com

_VOIS

Flex Pay: Do It Yourself

Dear Colleague,

Vodafone India Services Private Limited empowers its employees to optimize their salary and create tax saving opportunities in line with Local tax rules. You can choose components of your salary from the flexible allowance basket to cater for different lifestyles and life stages.

To help you understand components, below are the details of various choices one can avail:

1. **National Pension Scheme (NPS)**: You can choose to invest in Voluntary Pension Scheme to create your corpus towards retirement. Contribution routed through the employer up to 10% of Basic Salary is eligible for tax benefits. We have collaborated with HDFC Bank to provide NPS for Vodafone employees.
2. **Meal Reimbursement:** We have collaborated with Paytm to provide non-transferable meal vouchers (Paytm Food Wallet) capped at INR 26,400 per annum with 100% Tax exemption. You can register your personal number to avail this benefit.
3. **Management Allowance:** It is the balancing component of your salary.
4. Additionally, you can also opt for **Voluntary Provident Fund** wherein you can choose to contribute a sum as per statutory rate, over and above the Employee Provident Fund contribution of 12% towards Social Security. There is **no matching contribution** by the employer.

Please note: Tax exemption on all above choices will be in accordance with the prevalent Income Tax Act / Rules.

Human Resources
Vodafone India Services Private Limited

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

_VOIS

CONFIDENTIAL INFORMATION

"Confidential Information" shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.

b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.

c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.

d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.

e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.

f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____

NAME: _____

DATE: _____

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

_VOIS



WE ALWAYS drive safely and legally: we always wear a seatbelt



WE ALWAYS drive safely and legally: we always obey the speed limit



NEVER carry out work on any electrical equipment unless you're qualified



WE NEVER work under the influence of alcohol or drugs





NEVER undertake any street or underground work activities unless competent to do so



When working in the proximity of power, **WE ALWAYS** maintain the required safe distance and use the correct insulated equipment



WE ALWAYS drive safely and legally: we never use a handheld mobile device when driving



When working at height, **ALWAYS** wear protective gear, attach a safety harness and use fall protection equipment

Non-compliance to Absolute Rules may lead to termination of employment

The future is exciting.
Ready?

vodafone



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

23

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

68

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(24)

eClerx

(21)

Internship Offer

Date: 10-Jun- 2021

Dear Krutika Halwadia,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune**.

Your internship will begin on 15th June, 2021 and will extend to 14th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

Andrews Simon
Associate Principal – Human Resources

Accepted By

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

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor
K Raheja Mindspace, Plot # 3
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 6301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

PENTAGON SPACE
Mastering The Future

CSR Campus Drive - 2022

Dear Kushal Narendra Magare,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Madhusudan. H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951936349
+91 8951828627
+91 8951182617
www.pentagonspace.in
campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC133021

(26)

75

Techprimelab

http://www.techprimelab.com

OFFER LETTER

To,

Date: 10-Dec-2021

Laxman G. Kavale

Sub: **Offer letter for the position of Full Stack Developer.**

Dear Laxman,

We are pleased to extend the following offer of employment to you on behalf of Techprimelab Softwares Pvt. Ltd., further to the Technical Machine Test and interview you have had with us for Internship cum Employment. We feel that your skills and background will be valuable assets to the company.

You will be paid a stipend/internship fees of 10,000/- Rupees only, during your internship which starts from 14-Dec-2021 and ends on 13-June-2022. Your employment will start on 14-June-2022 and you will be paid a minimum package of 3.5.

You need to accept the offer by email. We also consider that you agree to the terms of the Mutual training agreement which starts on the date of you joining as an Intern and has a duration of 2 years. You will be emailed the agreement copy to print, sign and return to us.

We welcome you to the Techprimelab family and look forward to a long lasting collaboration.

With best wishes,
For Techprimelab Software Pvt. Ltd.
Name: Kiran Krishna Gosavi

Chief Operations Officer

Techprimelab Software Pvt. Ltd. Pune

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

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

Laxman G. Kavale

K.Nimbalkar

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

first insight

April 11, 2022

Subject: Offer of Employment

Dear Mayur Ananta Yerawar,

We are pleased to offer you a position of "**Trainee Software Engineer**" at '**First Insight Software Solutions (I) Pvt. Ltd.**'. You will be based in Pune.

Your official start date will be **April 13, 2022.** This offer will not be considered valid beyond **April 12, 2022.**

Your gross annual CTC (Cost to Company) will be **Rs. 3,75,000 (Three Lakhs Seventy-Five Thousand Rupees Only).** Please refer Annexure A (below) for additional details. Please refer Annexure B (below) for Terms and Conditions of employment. Please refer Annexure C (below) for documents to be produced at the time of joining. Please read Annexure D (below) for infrastructure policy. Please review and fill Annexure E (below) for hardware allocation form and Declaration for working from home.

We look forward to a long and prosperous relationship in the future. Please sign and return a copy of this letter as a sign of your acceptance.

This offer is valid subject to satisfactory completion of your internship, production of valid salary and employment documents. This offer will be summarily rejected if elements claimed during the interview and/or in the resume are inconsistent at any later point of time.

All the terms and conditions of this offer remain confidential and any discussion whatsoever with any individual regarding this offer is strictly prohibited. In the event this offer is accepted and there are reports of disclosure about this offer, the same will be dealt with strictly.

For First Insight Software Solutions (I) Pvt. Ltd.

Supratim Biswas

Sr. Director - Operations

Accepted by:

Name: Mayur Yerawar

Signature:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0

first insight

Annexure – A

COST TO COMPANY BREAK-UP	Amount (in Rs.)
	Per Month
BASIC SALARY	10,000
SPECIAL ALLOWANCE	13,304
VARIABLE PERFORMANCE INCENTIVE	1,563
STATUTORY BONUS	583
PROVIDENT FUND (COMPANY'S CONTRIBUTION)	1,800
FLEXIBLE BENEFITS PLAN	4,000
Total (Per month)	**31,250**
Total (Per annum)	**375,000**
TOTAL COST TO COMPANY	**375,000**

FLEXIBLE BENEFITS PLAN (PER MONTH)	
HOUSE RENT ALLOWANCE	4,000
CHILDREN EDUCATION ALLOWANCE	0
CHILDREN HOSTEL ALLOWANCE	0
LEAVE TRAVEL ALLOWANCE	0
MEAL VOUCHERS	0
GIFT VOUCHERS	0
EMPLOYER'S CONTRIBUTION TO NPS (10% OF BASIC)	0
FUEL AND MAINTENANCE REIMBURSEMENT	0
BOOKS AND PERIODICALS REIMBURSEMENT	0
TELEPHONE AND INTERNET REIMBURSEMENT	0
PROFESSIONAL DEVELOPMENT REIMBURSEMENT	0
MOBILE GADGETS' PURCHASE REIMBURSEMENT	0
HEALTH AND/OR SPORTS CLUB MEMBERSHIP REIMBURSEMENT	0
TOTAL FLEXIBLE BENEFITS (PER MONTH)	**4,000**

Note:- 'Flexible Benefits Plan' hereinafter referred to as FBP has been introduced to manage income taxes using the relevant sections of the Income Tax Act. The components of FBP can be claimed as deductions from the gross total income whether in full or in part based upon the options exercised AND/OR documents submitted within the stipulated time. The components have been included at the maximum permissible limit as per the Income Tax Act and the grade of employment and are indicative. In case the components are not utilized, the same will be paid as salary but, will be taxable.

Over and above the salary, employees are eligible to avail the below mentioned benefits:

- Free medical insurance for employee, spouse and maximum of two children worth three lakhs rupees only.
- Free personal accident insurance for employee only worth up to twenty lakhs rupees or double the CTC whichever is higher.
- Free group term life insurance for employee worth up to twenty lakhs rupees or double the CTC whichever is higher.

On confirmation in the services of the company employees are eligible to avail all other benefits applicable as per company policies as per their predefined eligibility.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

first insight

Annexure – B

Terms and conditions of employment.

- You shall be on probation for one year.
- After completion of the probation period the employee will be eligible to participate in the appraisal process.
- If the employee leaves the organization any time before completion of a period of 2 (Two) years in the company, he/she is liable to financially compensate an amount equivalent to 6(Six) months' gross salary at the time of joining of the employee. The rationale behind this compensation is the amount of time and resources the company has to spend on hiring and training of a new resource and the loss of productivity thereby.
- This role involves working during the weekends as and when necessary. However, there will be compensatory offs offered during the week. (Working days – 5 days a week)
- The employee has to serve the company a **notice of 60 (Sixty) days** if he/she wishes to terminate his/her employment with the company. However, if the employee resigns within 2(Two) years from the date of joining, he/she has to still financially compensate an amount equivalent to 6(Six) months' gross salary at the time of joining as per the above-mentioned clause.

I have read and understood and accept the terms and conditions mentioned in this offer letter.

Accepted by

Name: Mayur Yerawar

Signature:

D.Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

first insight

Annexure – C

Scanned copies of the following documents to be produced at the time of onboarding:

- All educational certificates and mark sheets (beginning from SSC to the highest qualification).
- Experience certificates and relieving letters of all previous employers (only for experienced)
- Passport sized photograph
- Bank A/c no. of ICICI (if available)
- PAN and Aadhar Card
- Passport (if available)
- Present address proof
- Full and final settlement statement from relieving employer (only for experienced)
- Tax statement & Form 26AS from relieving employer (only for experienced)

Please reach out to hrpune@first-insight.com for any queries/concerns.

Annexure – D

INFRASTRUCTURE POLICY FOR WORK FROM HOME

For Power back-up:

1. **Inverter - Self Purchased-** The company will be reimbursing Rs. 5000/- towards the cost of the inverter and battery. The device remains the team member's asset.
2. **UPS - Company Provided-** The company will be purchasing and allocating the UPS. The device remains the company's asset. Exit process will depend upon the return of the UPS in good condition.
3. **UPS - Self Purchased-** The team member will be purchasing the specific device of the recommended make. The company will be reimbursing the cost of the device @ Rs. 1000/- per month up to the maximum of Rs.2500. The device remains the company's asset. Exit process will depend upon the return of the UPS in good condition.

Notes:

a) To claim reimbursement for an inverter purchase, a relevant tax invoice in the team member's name has to be shared with accounting as per process mentioned. Inverters purchased earlier will also be covered under this.

b) With respect to reimbursement for an inverter purchase, the team member should be with First Insight for at least ten (10) months from the date of purchase of the inverter. Separation would entail deduction @ Rs. 500/- per month for the unexpired duration of (10) months.

c) The maintenance for the inverter remains with the team member. The maintenance for the UPS remains with the company.

d) The team member has to collect the company provided UPS from IT as per the issuance process.

e) Exit process will depend upon the return of the UPS in good condition.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

first insight

For Bandwidth:

1. **Broadband - Self Subscribed-** The company will be reimbursing Rs. 500/- towards the monthly cost. This will be added to the monthly pay on production of invoice. The subscription stays with the team member.
2. **Dongle - Company Provided-** 4G dongle as per preferred service provider. The company will be paying for the monthly cost. The subscription stays with the company. Exit process will depend upon the return of the dongle in good condition.
3. **Dongle - Self Purchased-** The company will be reimbursing Rs. 500/- towards the monthly cost. This will be added to the monthly pay on production of invoice. The subscription stays with the company

Notes:

a) To claim reimbursement for a monthly subscription, a relevant tax invoice in the team member's name has to be shared with accounting as per process mentioned. Existing subscriptions will also be covered under this.
b) The team member has to collect the company provided dongle from IT as per the issuance process. In exceptional circumstances, the device can be shipped to the team member. The shipping cost has to be borne by the team member.
c) Exit process will depend upon the return of the dongle in good condition.
d) Anyone having a company provided dongle may not claim for a reimbursement for broadband. To claim, the dongle must be returned.

For Monitors:

1. **Company provided (One OR two monitors as per job responsibilities, managerial discretion advised)-** The team member has to collect the monitor from the office after due IT process, carry it home within protective packing. The device remains the company's asset. Exit process will depend upon the return of the monitor in good condition.
2. **Self-purchased (exceptional circumstances only- Outstation candidates, upon managerial approval only)-** The team member will be purchasing a monitor of recommended make. The company will be reimbursing the cost of the monitor @ Rs. 1000/- per month or part thereof. The monitor remains the company's asset. Exit process will depend upon the return of the monitor in good condition.

For First Insight Software Solutions (I) Pvt. Ltd.

Supratim Biswas

Sr. Director - Operations

Accepted by:

Name: Mayur Yerawar

Signature:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

first insight

Annexure - E

Please review and fill the required hardware in order to facilitate allocation for working from home.

Hardware Allocation Form

Hardware (Company Provided)							
Laptop	**Whether personal broadband/dongle available? (Please read the infrastructure policy above(Yes/No)**	**Whether Dongle (Airtel) required from the company? (Yes/No)**	**UPS (Please read the infrastructure policy above) (Yes/No)**	**Monitor (Please read the infrastructure policy above) (Yes/No)**	**Keyboard (Yes/No)**	**Mouse (Yes/No)**	**Headset (only applicable for AR Callers/ Tech Support/Business Development) (Yes/No)**
Laptop will be company provided	No	Yes	No	No	No	No	No

I understand that the above assets are company owned and I am using it for work related purposes only. I understand that I am responsible for taking care of the requested hardware. In any case, if the hardware gets damaged, lost, stolen or misplaced during my tenure with First Insight, I shall be responsible to bear its cost for its replacement. In case the hardware gets broken due to wear and tear, I shall have it inspected with the company's IT department as soon as possible.

I understand that upon the termination of my employment with First Insight, I shall surrender and turn over the hardware back to the company. I agree that the company has the right to withhold my final pay and documents until the return of the hardware upon the completion of notice period (60 days).

By signing this Agreement, I declare that I am going to collect the requested hardware described above in working order and I confirm to the terms and conditions for the use of said hardware.

For First Insight Software Solutions (I) Pvt. Ltd.

Supratim Biswas

Sr. Director - Operations

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

Accepted by:

Name: Mayur Yerawar

Signature:

K. Nimkar

DIRECTOR

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

Offer Letter- Mayur Ananta Yerawar

Final Audit Report 2022-04-12

Created:	2022-04-11
By:	HR Pune (hrpune@first-insight.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA3SEBFcuSD2_Fb4Auaa_Vy03GqRW9dJd

"Offer Letter- Mayur Ananta Yerawar" History

Document created by HR Pune (hrpune@first-insight.com)
2022-04-11 - 4:36:16 PM GMT- IP address: 122.169.12.2

Document emailed to Supratim Biswas (supratimb@first-insight.com) for signature
2022-04-11 - 4:41:19 PM GMT

Email viewed by Supratim Biswas (supratimb@first-insight.com)
2022-04-11 - 5:16:11 PM GMT- IP address: 66.249.84.223

Document e-signed by Supratim Biswas (supratimb@first-insight.com)
Signature Date: 2022-04-11 - 5:17:30 PM GMT - Time Source: server- IP address: 182.70.42.3

Document emailed to Mayur Yerawar (myerawar2@gmail.com) for signature
2022-04-11 - 5:17:31 PM GMT

Email viewed by Mayur Yerawar (myerawar2@gmail.com)
2022-04-11 - 5:18:23 PM GMT- IP address: 66.249.84.217

Document e-signed by Mayur Yerawar (myerawar2@gmail.com)
Signature Date: 2022-04-12 - 4:44:12 AM GMT - Time Source: server- IP address: 157.33.29.50

Agreement completed.
2022-04-12 - 4:44:12 AM GMT

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Adobe Acrobat Sign

28

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi 80
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

84

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd

1 message

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in> Mon, Jul 11, 2022 at 11:01 AM
To: Dypimca placements <placements@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

Congratulations on the selection of 6 students in iauro Systems.

Please convey the joining date to be shared with HR.

---------- Forwarded message ---------
From: **Sayali Bhande** <sayali.bhande@iauro.com>
Date: Mon, Jul 11, 2022 at 10:43 AM
Subject: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd
To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>
Cc: hiring <hiring@iauro.com>

Hello Heeresh Sir,

We are glad to announce the final shortlisting of the campus drive. We are looking forward to work with the shortlisted students and evolve together. We will share the offer letters individually with the shortlisted students.

I am certain that this drive will help to build long-term relationships and create further growth opportunities for both of us.

Let me take this opportunity to thank you and the entire placement cell for helping and coordinating for a smoother process.

Kindly let us know the start date of their internship.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Final Selections:

1.Suraj Ashok Chaudhari

2. Pritamsing Ravindrasing Patil

3.Sangram Unhale

4.Chitra Airen

5.Nikhil Jagadish Gharate

6.Krishan Choudhary

Students who cleared 2nd Technical Round

Suraj Ashok Chaudhari
Pritamsing Ravindrasing Patil
Sangram Unhale
Arti Vishwas Dhage
Chitra Airen
Nikhil Jagadish Gharate
Krishan Choudhary

Students who cleared 1st Technical Round

Suraj Ashok Chaudhari
Unnati Navalsing Solunke
Pritamsing Ravindrasing Patil
Shravani Kulkarni
Sangram Unhale
Arti Vishwas Dhage
Rushikesh Dilip Narkhede
Chitra Airen
Nikhil Jagadish Gharate

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Chitra Airen
Tanvi Rajendra Kumkar
Samidha Nagothkar
Sunil Gullapalli
shubham hiwale
Rutuja Meshram
vinod kolekar
Pranav Waykar
Bhagyashri Inkane
Kushal Narendra Magare
Ketaki Tekade
Deepa Sukhia
Nomesh Jawale
Gaurav Vijay Khedkar
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Pradip Shivaji Survase
Krishan Choudhary
Abhishek Ghate

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Sayali Bhande

HR Associate

+91 8378979481 | LinkedIn | Twitter

iauro systems pvt. ltd.

www.iauro.com contact@iauro.com

This e-mail is confidential. It may also be legally privileged. If you are not the addressee, you may not copy, forward, disclose or use any part of it. If you have received this message in error, please delete it and all copies from your system and notify the sender immediately by return e-mail. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions. The management of iauro systems Pvt. Ltd. do not accept any liability for mishandling of email account.

--
Heeresh Khatri
Training & Placement Officer
D. Y. Patil College of Engineering, Akurdi
Mob: 9923963332
Email: tpo@dypcoeakurdi.ac.in
Facebook Page: https://goo.gl/UNemL6
Website: www.dypcoeakurdi.ac.in

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(30)

EPIQ

EPIQ Softech Pvt. Ltd.
502, Fifth Floor, Amanora Chambers,
Hadapsar, Pune, Maharashtra, India - 411 028
Contact No: +91 20 67271611

(87)

Date: Apr 01st, 2022

Ms. Nisha Tanaji Salunke
Suyog Residency, Tapovan Road,
Kirti Hospital, Pimprigaon, Pune City,
Pune, Maharashtra – 411017

OFFER LETTER

Dear Nisha,
Congratulations, further to our discussions, we have the pleasure to offer you an appointment as a **DevOps Engineer Trainee** with EPIQ Softech Pvt. Ltd. (the "Company"), as per the terms of reference given below.

1. **Commencement Date:** Your term of employment will commence with the Company on **April 06th 2022.**

2. **Duties:** As part of the EPIQ Softech, you may be required to provide services, which at times entail you to travel and work in different locations within and outside the country. Duties of the position are as discussed with you at the time of the interview and subsequent discussions and will continue until you are otherwise advised. You are expected to perform other duties that may, from time to time, be assigned to you by the Company.

3. **Remuneration:** Your gross annual compensation (CTC) will amount to **INR 3,00,000/- (Rupees Three Lakh only).** Your gross annual compensation will be as per the schedule annexed hereto and will be subject to the deduction of applicable taxes at the source. EPIQ Softech assumes no and will not assume any responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility.

4. **Probationary Period:** First six months of your employment will be treated as a probationary period. Depending on your performance, the company may extend the probation period for a further period. During the period of probation (including any extension), either party may terminate this appointment by giving 30 days of notice. After confirmation, either party may terminate this appointment by giving 90 days of notice in writing or payment of salary in lieu thereof. On the successful completion of the probationary period or extended probationary period, you will be eligible for written confirmation in your appointment.

5. **Company Expectations and Employee Responsibilities**

Policies Procedures and Practices: The terms and conditions of employment set out in this employment agreement are in accordance with current company policies, procedures, and practices. These policies, procedures, and practices are subject to periodic review and the company reserves the right to amend and/or modify the same at its sole discretion and/or as dictated by business conditions.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(31)

(95)

DECISIVEDGE
Technology Services - India

EMPLOYMENT OFFER LETTER

Date: August 16, 2022

Dear Pooja,

We are pleased to extend you an offer of employment with DecisivEdge Technology Services India Pvt. Ltd. We look forward to you joining us on September 01, 2022 ("Date of Joining") or earlier. The offer details are as below.

Offer Summary			
Name	Pooja Singh	Fixed Salary	360,000
Title	Trainee QA	Variable Salary	
Grade	Consultant I	CTC	360,000
Reporting Manager	Gaurav Naik		

Monthly Salary Breakup			
Earnings		Deductions	
Basic	7,500	Employee PF	1,800
HRA	12,000	Employer PF	1,800
CEA	1,000	Total PF	3,600
Other Allowance	9,500	Professional Tax	200
GROSS	30,000	TOTAL Deductions	3,800

* Applicable Income Tax will be deducted from your salary

We look forward to working with professionals like you who will partner with our team and contribute to the growth of our company. We are confident that with your skills, experience and attitude you will be a valuable addition to our team.

Please endorse your acceptance by duly signing the first page of this letter and the Offer Acceptance and Acknowledgment (last page), and return to the undersigned. Your employment is contingent upon the terms documented in this letter, including but not limited to a background check, and the signature of the Confidentiality and Invention Assignment Agreement.

Please note that this offer is valid until August 18, 2022.

For DecisivEdge India,

Sandip Sharma

Sandip Sharma
Managing Director and India CEO

DecisivEdge Technology Services India Pvt. Ltd.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

TERMS OF EMPLOYMENT

1. Background Check

   Your employment with the Company is contingent upon an approved personal background check, paid for by the company, performed by a reputable third-party service provider, with the results approved by the Company's Managing Director or Human Resources Director. This may include but not limited to: identification, criminal, employment, residence, and educational qualifications. The Company retains the right to terminate your employment immediately if the results of the background check are unsatisfactory as determined at sole discretion of the Company.

2. Hours of Work

   A working day shall comprise of 9 hours, which includes one hour for lunch or breaks. You may be required to work in shifts which are assigned to you by the Company's management. Based on specific project and/or client needs, you may be required to work shifts that coincide with available team members or clients in other time zones around the world.

3. Work Location

   Your work location will be the DecisivEdge office, as per mentioned address.

4. Probation Period

   You will be on a Probation period for 90 days. Your performance will be assessed for confirmation on various parameters as may be required according to Company policies at the time of assessment.

   Depending upon the assessment of your performance during this period, the probation could be extended by your Reporting Manager / HR department. In circumstances of poor or unsatisfactory performance during the probation period, your employment with the Company may also be terminated without any notice.

5. Travel

   You may be required to travel occasionally, whether in India or overseas in connection with office work. Travel expenses related to the business will be paid for by the Company.

6. Performance Evaluation

   In accordance with the Company's policies and schedule, a formal Performance Appraisal will be completed by your manager on a semi-annual basis, reviewing your performance for the specific period. Your participation in the Performance Appraisal process will provide you with the opportunity to actively manage your career.

7. Salary and Bonuses

   Your salary shall be reviewed on an annual basis in accordance with the Company's policies and schedule. This change might be effective either 1st April or 1st October, provided you have completed at least one year of continuous employment with the Company.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimmala

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

Your CTC could consist of fixed component and a variable component (CTC = fixed + variable), every employee may not have the variable component as part of their CTC. While fixed component constitutes monthly salary, the variable component is paid out at the end of financial year. DecisivEdge has the right to re-structure CTC of an employee during compensation review process (inclusion / exclusion of variable component). Variable component will be paid at the end of financial year, only if the employee is in service at the time of disbursement.

Quantum of payment for variable component would be linked with individual performance & Organization performance and could be any percentage value, varying from no payment (0%) to full payment (100%).

8. Leave Entitlement

You shall be entitled to twenty-one days of PTO annually. "Days" are considered as a normal working day, or 8 productive hours. Your PTO days will replenish at the beginning of each calendar year. If you have un-utilized leaves at end of year, you will be allowed to carry forward only 5 days to the next year, any other unused days will expire at the end of each calendar year.

All PTO must be approved by your manager, based on current projects and Company resources and activities.
You will also be eligible for eight days of Casual Leave in a year as per the policy.
Time must be managed throughout the year and cannot be taken at once at the end of the year.

The Company will observe ten holidays per year. The holiday schedule will be provided at the beginning of each year, and is subject to change at the sole discretion of the Company.

9. Confidentiality

In addition to signing the Confidentiality Agreement and Invention Assignment, you agree at all times during the term of your employment and thereafter to:

- Hold ALL the terms of your compensation and all other non-public Company information in strictest confidence.
- Not disclose or divulge the confidential information to any person or entity and not to use or attempt to use the same except for the purpose of fulfilling your job responsibilities at the Company.
- Not disclose or divulge the names of the Company's Customers.
- Return to the Company all information, including paper copies, hard drives, tape, and other media upon completion or termination of any project or upon cessation of your employment with the Company.

Confidential Information means any confidential information, technical data, trade secrets or know how whether oral or written or in electronic format whether marked confidential or not, including but not limited to salary, bonus, research, business plans product improvements, processes, projects, proposals, all work produced by you during normal work hours or not, computer programs, code, documentation, customer lists and customers.

You understand that protecting the Company's confidential information is legally and contractually required by the Company's customers and is of utmost importance to the reputation of the Company.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

10. Warranty

You warrant that by accepting employment with the Company you will not violate any agreement to which you have been party to. You warrant that you will not use or disclose any confidential information obtained from a third party prior to your employment with the Company. You warrant that you will comply with all Company policies, procedures, and standards and shall perform your services in a manner consistent with the ethical and professional standards of the Company.

11. Notice Period

The notice period will be of 30 days by either party; the Company reserves the sole right to change the notice period based on business needs, in future.

12. Medical Insurance

You and your family (Spouse and two children below the age of 18years) will become member of a Group Health Insurance plan providing ₹2,00,000/- coverage.

13. Termination

In case you wish to resign from your employment with the Company, your resignation will be accepted provided you complete the mandatory notice period. The Company reserves the sole right to release you from your responsibilities prior to the completion of your notice period without any further liability.

The Company retains the right to terminate your employment immediately without notice or payment if you neglect, refuse, fail for any reason, or become unable to perform any of your duties under this agreement, or fail to comply with the Company's code of conduct as outlined in the Employee Handbook.

In case you fail to fulfill the above, the Company will not provide professional references to other employers for your employment, and you will forfeit your salary for the remaining days of that month. Further until such time as you complete your last work day with the Company, you shall be deemed to be an employee of the Company and bound by the terms and conditions of your employment.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

OFFER ACKNOWLEDGEMENT AND ACCEPTANCE

I, **Pooja Singh**, have read and understood the above terms and conditions governing my employment with the company and hereby accept the abovementioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on ,2022.

Signature: _____

Name: Pooja Singh

Date: _____

Place: _____

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

Seventh Triangle Martech

S7M

Marketing-Technology Integration

32

97

EMPLOYMENT AGREEMENT

Date: 16-June-2022

Ms. Poonam Somani
Address: A/p Kasbe sukena Near Mali Mangal Karyalay Tal Niphad Dist – Nashik
Maharshtra

Re: Employment with Seventh Triangle Martech Private Limited

Dear Poonam Somani

We are pleased to offer you the employment in Seventh Triangle Martech Private Limited, having its registered office at 1/22, 2nd Floor, Asaf Ali Road, New Delhi 11002 and its branch office at Plot No. D-107, Sector-2, Noida Gautam Buddha Nagar, Uttar Pradesh, 201301, India on the following terms and conditions:

(1) Type of employment

The Employee will be employed on the following basis: full-time.

(2) Commencement of Employment

(a) Your employment with the Employer ("Employment") shall be effective from the Commencement Date, which shall be the later of:

(i) 16-06-2022 and

(ii) You are providing the Employer with copies of your identity, address proof and all documents pertaining to your educational and professional qualifications and references from your previous employers (if any) to the Employer's satisfaction.

(b) You shall be employed with the Employer as **ASSOCIATE FRONTEND DEVELOPER.** The Employer reserves the right to change your designation from time to time at its sole and absolute discretion.

(c) Your period of continuous Employment with the Employer shall be calculated from the Commencement Date.

(d) You warrant and represent to the Employer that you will not breach any obligation binding on you by reason of entering into this agreement or performing any of your duties and obligations under it or other third party contractual obligations.

(e) You warrant that all the information relating to you and provided by you to the Employer is true and accurate.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(3) Probation

(a) You shall be on probation for a period of 3 months from the Commencement Date. During this period the Employer may terminate your Employment by giving you 7 days prior written notice of termination. You may terminate the Employment during the probationary period by giving the Employer 30 days prior written notice of termination. It is clarified that during the probationary period if you give the Employer prior notice of less than 30 days or purport to terminate the Employment prior to the completion of the 30 days notice period, you hereby agree to pay the Employer the proportionate part of your salary for that part of the notice period that is not fulfilled.

(b) At the end of the probationary period, the Employer shall:

(i) If satisfied with your performance and suitability for continued employment confirm your employment. Even in case no formal communication is made to you about the confirmation, post 3 months of probation the employment shall construed as confirmed and you shall be obliged to follow the covenants of this employment agreement.

(ii) Terminate your Employment upon giving you 30 days prior written notice of termination.

(4) Compensation & Benefits

(a) As compensation, you shall be entitled to receive a CTC of Rs. 3,50,000 (Rupees Three Lakhs Fifty Thousands only) per annum.

(b) This shall accrue on a daily basis and be payable in the following periodicity in arrears by the seventh day of the subsequent month by transfer to your bank account. It is clarified that 'CTC' shall comprise your total cost to the company and includes all payments made and benefits provided by the Employer directly or indirectly to or on your behalf, whether as salary or otherwise.

(c) The Employer will formally review your performance every quarter.

(e) The Employer is under no obligation to increase your CTC as a result of any review in performance. Any revision in the CTC following a review shall be effective from and subject to such terms and conditions as the Employer shall deem fit.

(f) The Employee acknowledges and agrees that the compensation and the benefits, as described in this Agreement, is the sole compensation to which the Employee is entitled in consideration for the Employee's fulfilment of the Employee's Duties.

(g) It shall be Employee's sole responsibility to meet all requirements under Indian tax laws in respect of all payments made or benefits given under this agreement including proper and timely tax compliance and the Employer disclaims liability for any taxes and other imposts for which you are liable personally. The Employer shall be entitled to make such deductions which, in its opinion, are necessary and appropriate from any payment made or benefit given in connection with the Employment that requires such deduction to be made by the employer and the Employer shall provide the Form 16 to the employee evidencing the deductions made.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(h) No liability shall attach to the Employer for your failure to pay any such taxes and imposts and you agree to indemnify and keep indemnified and hold harmless the Employer from and against any and all losses, costs, expenses, claims or demands which the Employer may pay, incur, suffer or sustain directly or indirectly arising out of or in relation to or howsoever connected with your failure to pay such taxes or imposts.

(i) The Employer shall be entitled, at any time during your employment, or in any event on the termination of your employment, howsoever arising, to deduct from your remuneration and any sums reimbursable to you by the Employer, any monies due from you to the Employer including, but not limited to any outstanding advances, payment for excess holiday, overpayment of salary and any other monies owed by you to the Employer pursuant to your employment with the Employer under this letter agreement.

(5) Duties & Obligations

(a) The Employee will be required to perform all tasks and will be required to accept all duties and responsibilities as reasonably requested by the Employer from time to time ("the Employee's Duties").

(b) Your duties include those duties that would reasonably be expected to fall within this job title or such other duties, consistent with your status, as may reasonably be assigned to you from time to time to meet the needs of the Employer.

(c) The Employer may from time to time make changes to the position description or to the Employee's Duties, provided that such changes are reasonable in the context of the Employer's industry and in the context of the Employee's position.

(d) The Employer and the Employee may from time to time agree to make changes to the position description or to the Employee's Duties.

(e) The Employee agrees to perform the Employee's Duties in accordance with:

(i) this Agreement; and
(ii) the directions, instructions, requests, and orders of the Employer; and
(iii) any of the Employer's guidelines, practice manuals, policies or procedures as they exist from time to time.

(f) The Employee must perform the Employee's Duties in good faith having regard to the best interests of the Employer, and in a careful, conscientious and professional manner and to a standard that can reasonably be expected of somebody with the Employee's level of skill, training and experience.

You shall:

(g) Devote your whole time, attention and ability solely and exclusively towards the performance of the duties and responsibilities assigned to you by the Employer from time to time during the Employer's normal business hours and at such other times as may be necessary;

(h) You shall abide by the Employer's HR Policy notified to you from time to time and in the event of a conflict between the provisions of the HR Policy and this Contract, it is hereby agreed that the provisions of this Contract shall always prevail.

(i) Properly and faithfully serve the Employer and use your best endeavours to protect and further the interests and reputation of the Employer.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(j) Except when prevented by any emergency, illness or accident you will devote the whole of your attention and skill to the affairs of the Employer and use your best endeavours to promote its interests. You shall adhere to, execute, and fulfil all policies established by the Employer.

(6) Location of Employment

(a) The Employee must work from such locations as the Employer directs from time to time.

(b) You hereby agree to travel to such parts of India and the world as necessary for the discharge of your duties as the Employer may direct or authorise.

(7) Office hours

(a) The Employer's normal business hours are:

Monday to Friday - 09:30 AM to 6:30 PM

(otherwise than on all holidays as notified in writing by the Employer from time to time).

(b) The Employee will be expected to work minimum 40 hours a week.

(c) The office hours may be amended by the Employer from time to time. However, the Employer has the right to require you to work such further hours on weekdays/weekends and on other notified holidays.

(8) Holidays and Leave

(a) You will be entitled to 12 public (preferred) holidays in every calendar year in addition to such public holidays as may be notified by the Employer from time to time.

(b) You will be entitled to 12 days paid leaves in a 12-month period on an accrual basis. Any un-availed paid leave in excess of 10 days, at the end of the calendar year will lapse automatically.

(c) You are also entitled to 12 days of emergency leaves in a year. Emergency leave cannot be carried forward. Such leave balance, if any, at the end of the calendar year will automatically lapse.

(d) If you are absent from work and such absence has not been previously authorised by the Employer as provided herein, you must inform your Manager of such absence with reasons as soon as practicable, but not later than on the morning of the first day of such absence.

(9) Sickness

(a) Any leave taken by you for illness, sickness or injury will be deducted from your casual/sick leave entitlement.

(b) If you are absent from work due to illness, sickness or injury for a period exceeding 3 days, you must submit medical certificate certifying such illness, sickness or injury on the 7th day following the first day of absence for

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

any absence thereafter, you shall upon our request provide a further medical certificate to the Employer certifying the continuance of the illness, sickness or injury.

(10) Confidential Information & Trade Secrets

(a) During the course of Employment, you will have access to information (whether or not recorded in writing or on computer disk or tape) which the Employer treats as confidential or which has the necessary quality of confidentiality.

(b)Further, you understand that the Employer from time to time has in its possession information which is claimed by others to be proprietary and which the Employer has agreed to keep confidential. You agree that all such information shall be Proprietary or Confidential Information for purposes of this Agreement.

(c) Without limiting the foregoing, Confidential Information shall include:

(i) Intellectual Property and Developments including technical data, and information relating thereto or any part thereof; any devices designed by the Employer or its affiliate, trade or business secrets of Employer or its affiliate;

(ii) Financial data, in particular, concerning budgets, the fees and revenue calculations, costs, sales figures, financial statements, costing, profits, profit margins, profit expectations and inventories of the Employer and/or affiliates; commercial arrangements and negotiations, unpublished accounting information, business strategies, business plans, research and development projects, product formulae, processes, inventions, programs, designs, specifications, discoveries or know-how;

(iii) Confidential or proprietary information received from third parties and the identity of the Employer's clients and investors, any and all information, material and data provided by any client of the Employer or its affiliates;

(iv) sales statistics, marketing surveys and plans, forecasts, budgets, costs, profit or loss, names, addresses and contact details of customers and potential customers or suppliers, licenses, prices, costs and employee, customer and supplier lists, any other information or knowledge gained from the Employer or in the course of Employment;

(v) Information concerning the Employer or affiliates' organizational and personnel matters (including employment-related matters, contact details of any employee of the Employer or its affiliates, training material used by the Employer or its affiliates), policies and procedures data and information relating to IT security protocols, all passwords and software used, owned leased and/or otherwise in the possession of the Employer or its affiliates;

(vi) Manufacturing, distribution and technical data used in conducting the business of the Employer, including details as to procurement, distribution, procedures and strategies, the fees, discounts, commissions and other credits of the Employer or Affiliate;

(vii) Business data, particularly data relating to new products, projects, services, promotion campaigns, plans for future development, strategies, pricing agreements and joint ventures in which the Employer or affiliates is/are involved;

(viii) All data in respect of consultants, agents, representatives of the Employer and/or affiliates including details of their effectiveness and compensation, and commission;

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(ix) Details of this Agreement, including information and details relating to the Employee's salary and other benefits;

(x) Information which, to Employee's knowledge, is not intended by the Employer for general dissemination;

(xi) Information received by the Employer and/or Affiliate from third parties under an obligation of confidentiality;

(xii) Any information derived from any of the above;

(xiii) Any copies of the abovementioned information;

(d) You shall:

(I) Keep secret and shall not, at any time either during the Employment or for the following period: 2 years after its termination, for whatever reason and whether directly or indirectly, use, disclose, divulge, communicate or reveal to any person (natural or artificial) for your own or another's benefit, any Developments or confidential, proprietary or secret information which has come to your knowledge during the course of the Employment without the prior written consent of the Employer.

(II) Use your best endeavours to prevent the publication, disclosure or use of any such Confidential information.

(III) Enter into a Non-Disclosure Agreement ("NDA") and/or Confidentiality Agreement ("CA") with the Employer.

(e) The above restrictions shall not apply to divulging/disclosing information to such persons as may be authorised by the Employer in the course Employment. The Employer's decision as to who shall be permitted to disclose such confidential information shall be final and binding on the Employee.

(f) Further, the aforesaid restrictions shall not apply to the disclosure of any information which:-

(i) is or becomes generally available to the public, other than as a result of your disclosure;

(ii) is disclosed to you by any third party otherwise than in breach by such third party of any obligation of confidentiality to the Employer;

(iii) is required to be disclosed by any applicable law, regulation or order of the Court or by any competent judicial, regulatory, governmental or other authority or governmental agency.

For the avoidance of doubt, the termination of this agreement or variation of any of its terms or conditions for any reason shall not affect the obligations of confidentiality set out above, except that they shall cease to apply to any information or knowledge which may come into the public domain other than by way of unauthorised disclosure in breach of the above obligations by you.

(g) During the term of employment, the Employee will not improperly use or disclose any Confidential information or trade secrets, if any, of any former employer or any other person to whom the Employee has an obligation of confidentiality, and the Employee will not bring onto the premises of the Employer or Employer's clients any unpublished documents or any property belonging to any former employer or any other person to whom the Employee has an obligation of confidentiality unless consented to in writing by such former employer or person.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(11) Intellectual Property

(a) The Employee represents that he/she does not own any Intellectual Property prior to the Commencement Date.

(b) You shall promptly and fully disclose to the Employer and keep confidential all inventions, discoveries, trade secrets, copyright works, designs or technical know-how and improvements, whether or not patentable, and whether or not they are made, conceived or reduced to practice during working hours or using the Employer's data or facilities, which you develop, make, conceive or reduce to practice during your engagement, either solely or jointly with others (collectively, the "Developments") in the course of your Employment. All Developments shall be the sole property of the Employer and belong to and be owned exclusively by the Employer, and you hereby irrevocably, absolutely and perpetually assign to the Employer, without further compensation, worldwide rights in respect of all of the right, title and interest in and to the Developments and any and all related patents, patent applications, copyrights, copyright applications, trademarks, trademark applications and trade names in India and elsewhere free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Decisions as to the protection or exploitation of any intellectual property shall be at the absolute discretion of the Employer.

(c) The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Developments, however, and whenever produced (whether by Employee or others) and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately handed over to the Employer upon its creations and any copies thereof returned to the Employer upon the termination of Employee's employment for any reason.

(d) The Employee agrees that the exclusive ownership of all content and/or part of Developments that are not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to the Employer from date of creation.

(e) To the extent any assignment of the Developments cannot be made to the Employer or its designees, at present, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Employer or its designees, all of the Employee's right, title and interest including intellectual property rights therein or any part thereof. You hereby irrevocably, agree to transfer and assign to the Employer all of your entire right, title and interest in and to any and all inventions, discoveries, methods, copyrights, software, data, processes, products, improvements and developments whether or not published, confidential, protected or susceptible of legal protection and whether or not any attempt has been made to secure such protection, which was made, conceived or reduced to practice at any time during the course of your employment with the Employer (whether prior to or after the execution of this letter agreement) by you, in whole or in part at the expense of, on the premises of, with the assistance of the employees or consultants of, or with the equipment or supplies of, the Employer or any of its affiliates, and any and all other confidential information belonging to the Employer. If you are the author of any work, or a subject matter other than work, that was created or was being created in the course of your employment, the Employer may use it in any manner. You consent to this use whether or not it would, but for this clause, infringe your moral rights. The Employee explicitly waives all moral rights in the Developments.

(f) For the purposes of this clause, you agree promptly to take all action and sign and deliver all instruments as the Employer may require at any time hereafter. During and after the term of the Employee's employment by the Employer, the Employee shall and undertakes to assist the Employer, at the Employer's expense, in every proper way to (i) secure and maintain the Employer's rights hereunder and to carry out the intent of this Agreement and for vesting the Employer with the full title of Developments and all rights, titles and interest including intellectual property rights therein and to enable the Employer, its successors, assigns and nominees, to secure and enjoy the full and exclusive benefits and advantages thereof; (ii) to apply and prosecute registration applications in respect of intellectual property rights and the Developments for the Employer's benefit, in any and all countries; (iii) sign,

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

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the abovementioned purposes.

(g) You hereby constitute and appoint the Employer, its successors and assigns, your true and lawful attorney, with the full power of substitution for you, and in your name, place and stead or otherwise, but on behalf of and for the benefit of the Employer, its successors and assigns, to take all actions and execute all documents on behalf of you necessary to effect the assignment set forth hereinabove.

(h) Should the Employer be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any IPRs, due to any cause, the Employee hereby irrevocably designates and appoints the Employer and each of its duly authorized officers and agents as the Employee's agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of IPRs or protection in respect of the Developments, with the same force and effect as if executed and delivered by the Employee.

(i) The Employee represents and warrants that he will not use or integrate with the Developments any third-party materials or data that are not validly licensed to the Employer unless previously authorized by the Employee's reporting officer in the Employer. The Employee represents and warrants that the Employee has not violated the Intellectual Property Rights of any third party, and covenants that he/she shall not violate the Intellectual Property Rights of any third party in the course of his/her employment with Employer. Provided that in the event the Employer is held liable for the Employee's violation of any Intellectual Property Rights, the Employee undertakes to indemnify the Employer or affiliates as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and courtfees resulting therefrom.

(j) If in the course of the Employee's employment with the Employer, the Employee incorporates Intellectual Property into the Employer's product, process or machine, the Employer is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sub-licensees) to make, have made, modify, use and sell such Intellectual Property.

(k) The Employee shall not during and after the term of the Employee's employment with the Employer, in any way violate the Intellectual Property Rights of any client of the Employer. Provided that in the event the Employer is held liable for the Employee's violation of any Intellectual Property Rights, the Employee undertakes to indemnify the Employer or affiliates as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom. The Employee further covenants that he/she shall ensure that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright of any client of the Employer that the Employee comes across during the term of his employment with the Employer, are duly protected. The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Intellectual Property belonging to any client of the Employer, however, and whenever produced (whether by Employee or others) and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately along with any copies thereof returned to the Employer upon the termination of Employee's employment for any reason.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(12) Dismissal

(a) Notwithstanding anything contained herein, your employment may be terminated by the Employer without notice and without payment of compensation or in lieu of notice if you are guilty of fraud, negligence, misconduct or in any way breach the terms of this agreement. Without limiting the above, the Employer shall be entitled to terminate the Employment summarily by written notice and without any payment in lieu of notice (but without prejudice to the rights and remedies of the Employer for any breach of this Contract and to your continuing obligations under this Contract) in any of the following events:

(i) If you have committed any criminal offence or been guilty of any gross misconduct whether during the performance of your duties or otherwise which, in the opinion of the Employer, renders you unfit to continue as an employee of the Employer or which would be likely adversely to prejudice the interests of the Employer.

(ii) If you wilfully abuse or misuse the Employer's computer system, or any password relating to that computer system or gain access to any file or load any information or program contrary to the Employer's interests or procedures.

(iii) If any information relating to your suitability for employment provided to the Employer in the course of applying for employment is found to be materially false or misleading.

(iv) If you are subject to immigration control in India, your Employment shall be conditional upon you having been granted leave to enter into, remain and take up employment in India, such leave being valid and subsisting at all times and not being subject to any condition precluding or restricting the Employment.

(b) The following are examples of your conduct as regards the Employer that cause harm to the Employer and which would entitle the Employer to terminate your employment summarily:

(i) Theft, fraud, intentionally providing false or misleading information or any act of dishonesty.

(ii) Any act or attempted act of violence or abusive behaviour towards people or property including causing deliberate damage to the Employer's property.

(iii) Indecent behaviour towards or harassment or bullying of fellow employees, suppliers, customers or clients.

(iv) Incapability to undertake your responsibilities under this employment agreement on account of your abuse of alcohol or other banned substances.

(v) Wilful breach of health and safety regulations, if any, prescribed by the Employer.

(vi) A serious act of insubordination or wilful refusal to carry out reasonable requests by the board of the Employer.

(vii) Serious or persistent neglect of duties or a series of persistent breaches of the terms and conditions of your employment.

(viii) Unauthorised use of or disclosure of Confidential Information of the Employer.

(ix) Falsifying records or expense claims.

(x) Conviction for a criminal offence arising from or related to your work for the Employer.

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

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(xi) Conviction for a criminal offence committed outside working hours which in the opinion of the Employer adversely affects the Employer's business or reputation, or affects your suitability for the type of work which you perform or affects your acceptability to other employees.

(xii) Any act which you know or reasonably believe is likely to bring the Employer into disrepute.

(xiii) Unauthorized signing of documentation committing the Employer to any financial obligation which is not in the ordinary course of business of the Employer or exceeding your authority in any other way.

This list is intended as a guide and is not exhaustive.

(c) Upon dismissal as specified above or the termination of your Employment, you shall forthwith return to the Employer all documents, books, materials, records, correspondence, papers and information (on whatever media and wherever located) relating

to the business of the Employer or its customers or prospects, any magnetic disc on which information relating to the business is stored and any other property of the Employer which may be in your power, possession, custody, care or control or which contain or refer to any Confidential Information and shall, if requested to do so by the Employer, provide a signed statement that you have complied fully with the terms of this clause.

(d) Upon dismissal, you shall not be entitled to receive any accruals towards leave encashment.

(13) Termination

(a) This Contract shall be terminated forthwith:

(i) In the event of your death.

(ii) Upon the dissolution of the Employer.

(b) Upon confirmation of your employment, your Employment may be terminated by Employer by giving the 30 days written notice. The Employee can terminate the Employment by giving a 90 days written notice. The ninety day written notice period can be reduced on sole discretion of the employer. The Employer may terminate your Employment by paying you a salary in lieu of notice. It is hereby clarified that the term 'salary' for the purpose of this clause shall mean the proportionate monthly CTC and shall not include any other compensation payable to the Employee by the Employer.

(c) If you purport to terminate the Employment without notice or prior to the completion of the notice period specified above, you hereby agree to relinquish any salary for that part of the notice period that is not fulfilled. In addition, you shall also pay the Employer for the remaining notice period for not completing the stipulated notice period. Purported termination of the Employment without notice or on short notice or the payment of a penalty shall not and does not absolve you of the obligation to comply fully with the terms of this Clause.

(d) Nothing in this Agreement shall prevent the Employer from terminating your Employment without notice if you have been dismissed.

(e) Once the notice of termination has been given by either Party, the Employer may at any time before the expiry of the notice period, require you to:

(i) Perform such duties as directed;

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(ii) Perform no duties;

(iii) Not have any communication with any customer or prospective customer of the Employer in relation to the business of the Employer;

(iv) Not contact or have any communication with any employee, officer, director, agent or consultant of the Employer in relation to the business of the Employer, and

(v) Not remain or become involved in any respect with the business of the Employer except as required by the Employer, including but not limited to not attending the Employer's places of business and requiring you to remain at home for all or part of the notice period.

(f) Upon termination of Employment, you shall be entitled to receive the basic salary portion of the CTC in lieu of any accrued but unutilised holiday entitlement. However, if you have taken holiday or casual leave in excess of your entitlement, the Employer may at its sole and absolute discretion deduct a sum equivalent to the basic salary portion of the CTC due for each day of absence in excess of the holiday or casual leave entitlement.

(g) On the last day of your employment with the Employer you must immediately return to the Employer in accordance with its instructions all equipment, correspondence, records, specifications, software, models, notes, reports and other documents belonging to the Employer and any copies thereof and any other property belonging to the Employer including but not limited to keys provided to you and which are in your possession or under your control. You will provide the Employer with any passwords in your possession and which are required to access these records, or any other such information relating to the Employer produced in the course of your employment. Furthermore, you will delete all information relating to the Employer produced in the course of your employment which is not stored on Employer property, including any such information stored on your personal computer. If you owe any money to the Employer, then the Employer has the right to deduct such sums from any payment due to you. This is without prejudice to the Employer's other remedies to recover any sums due from you to the Employer. No outstanding payments will be made to you until you, if so required by the Employer, confirm in writing that you have complied with your obligations under this clause.

(h) Any and all of the Employer's Property, Confidential Information and Intellectual Property of the Employer acquired by or in the possession of the Employee under this Agreement, shall be returned to the Employer immediately upon termination of this Agreement.

(i) In the event the Employee's employment with the Employer is terminated, Employee shall sign and deliver to the Employer a termination certificate in the format specified by the Employer.

(j) It is further agreed and understood that until such time as all of the Employer's Property, Confidential Information and Intellectual Property are returned and the Termination Certificate is provided as abovementioned, the Employer shall, in addition to initiating legal proceedings for recovery (and without prejudice to any other rights or remedies that Employer may have under law or equity), be entitled to withhold any salary, emoluments or other dues of the Employee then or in future payable to the Employee, to the extent allowable by law, and may further, at its discretion, deduct therefrom the full value of the said property/properties calculated at its then replacement price. The Employee recognizes and agrees that the Employer shall be entitled to recover from the Employee and the Employee shall be bound and liable to make good to the Employer any loss suffered by the Employer on account of misuse of the Employer's Property, Confidential Information and Intellectual Property by the Employee and/or any damage occasioned to the Employer's Property, Confidential Information and Intellectual Property whilst in the custody of or entrusted to the Employee.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(14) Restrictive covenants

(a) You shall not during your Employment, without the prior written consent of the Employer, under any circumstances, whether directly or indirectly undertake as an employee or otherwise or discharge (for remuneration or compensation howsoever payable) for any other person in India or elsewhere any duties and responsibilities, of whatever kind.

(b) You shall not during your Employment, without the prior written consent of the Employer, during the term of employment hereunder, be engaged in any other business activity pursued for gain, profit, or other pecuniary advantages if such activity interferes with your duties and responsibilities hereunder.

(c) You shall not, for the following period: 1 year after the termination of your Employment, without the prior written consent of the Employer engage, whether directly or indirectly, in any business, employment or activity related to the Employer's clients or customers, a Competitive Business (as defined hereunder) nor provide services and carry out duties for any Competitive Business which are similar to the duties carried out for the Employer during Employment. You agree that the above is necessary to safeguard any sensitive information of the Employer that may have come into your knowledge while in Employment. In order to safeguard any sensitive information of the Employer that may have come into your knowledge while in Employment.

Competitive Business(es)" include any firm, partnership, joint venture, company and/or any other entity and/or person that engages in the following business: Digital Marketing, Web Tech or carries out activities similar or competitive to the business in which the Employer engages or proposes to engage during the term of employment.

(d) During your Employment and for the following period: 1 year thereafter, You shall not without the prior written consent of the Employer carry out or engage in, whether directly or indirectly, whether through a partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise in any Competitive Business which competes directly or indirectly with the whole or any part of the business carried on by the Employer in India or elsewhere or in any activity related to the business carried on by the Employer.

(e) You shall not on your own account or on behalf of any other person, solicit or accept orders for products or services from any of the Employer's current or previous customers that are in competition with products or services of or in any way related to the business of the Employer from any of the Employer's current or previous customers.

(f) The Employee hereby agrees and undertakes that during the term of employment with the Employer and for the following period: 2 years following the termination of Employment, the Employee shall not, directly or indirectly, either as an individual on his/her own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

(i) Solicit employment of or advise any of the Employer's existing employees or any person who was employed by the Employer within six months prior to such solicitation or any person or organization providing services to or through Employer to terminate his or her contract or relationship with Employer or to accept any contract (directly or indirectly) or other arrangements for providing services to any other person or organization; or

(ii) Contact any of the existing or prospective clients (i.e. any person or organization with whom the Employer is in advanced stages of exploring a professional or business relationship) of the Employer to entice such clients

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimrod

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

away from the Employer or to damage in any way their business relationship with the Employer or for the provision of substantially the same services provided to such clients by the Employer; or

(iii) Solicit or undertake employment with any client of the Employer or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Employer; or

(iv) Enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) gains such knowledge during the term of employment or (iii) which is obvious to the Employee.

(g) It is agreed by and between the parties that the employment with the Employer and the compensation payable under this Agreement shall be sufficient consideration for this Clause.

(h) The Employee hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude the Employee from earning a livelihood, nor will they unreasonably impose limitations on the Employee's ability to earn a living. In addition, the Employee agrees and acknowledges that the potential harm to the Employer of the non-enforcement of this Clause outweighs any potential harm to the Employee by this Agreement and has given careful consideration to the restraints imposed upon the Employee by this Agreement, and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information and Intellectual Property of the Employer now existing or to be developed in the future. The Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to the subject matter, time period and geographical area.

(i) You further agree and accept that during the Employment and for the relevant period as specified in the clauses above, each of the restrictions above shall be deemed to constitute a separate agreement and shall be construed independently of the others. It is expressly understood and agreed by the Parties that although the employee and the Employer consider the restrictions contained in this Clause to be reasonable if a final judicial determination is made by a court of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against the employee, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

(j) You understand and agree that the foregoing restrictions are necessary and reasonable in scope and duration, in all circumstances, for the purpose of protecting the Employer's business.

(k) If any breach or violation of any of the terms of this Clause occurs, it is agreed that damages alone may not compensate for such breach or violation and that injunctive relief is reasonable and essential to safeguarding the interests of the Employer and that an injunction in addition to any other remedy may accordingly be obtained by the Employer. No waiver of any such breach or violation shall be implied from the forbearance or failure by the Employer to take action in respect of such breach or violation.

The provisions of this clause shall survive the termination of this Contract.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(15) Expenses

The Employer shall also reimburse all pre-approved expenses properly incurred by you in the due and proper performance of your duties or responsibilities provided that supporting original vouchers and bills are furnished along with any request for reimbursement. All expenses need to be pre-approved by the Employer controller as designated from time to time and failure to do so shall result in the expenses not being reimbursed.

(16) Deductions

You consent to the Employer deducting from any sum otherwise payable to you by reason of the Employment (or its termination) the value of any claim that the Employer may have against you, including but not limited to:

(i) Overpayment of remuneration;

(ii) Overpayment of expenses incurred by you in carrying out your duties;

(iii) Loans which the Employer may have made to you from time to time;

(iv) Any advance on salary, which the Employer may have made to you from time to time.

(17) Amendments

(a) The Employer reserves the right to make reasonable changes to any of the terms and conditions of Employment and you shall be notified of such changes by way of a general notice to all employees. Any such changes shall take effect from the date of the notice.

(b) The Employer shall give 1 month's written notice of what it considers to be any significant change, either by way of an individual notice or a general notice to all employees.

(c) Such significant changes will be deemed to be accepted unless you notify the Employer of any objection in writing before the expiry of the notice period of 1 month. Any such changes shall take effect from the date of the expiry of the notice period. If the Employer receives a notification of objection within the prescribed period, the objection will be considered and if it cannot be resolved within a period of 30 days from receipt of the objection, the Employer will terminate your Employment by giving you notice under Clause 12)b)i). The decision of the Employer as to what constitutes minor changes of detail or significant changes shall be final and binding.

(d) You shall not be entitled to make any changes or amendments to this Employment Contract.

(18) Notices

(a) Any notice or other written communication given under or in connection with this Contract must be delivered personally or sent by Registered postal address.

(b) The Employer's address for service shall be its registered office or such other place as the Employer may notify from time to time.

(c) Your address for service shall be the address given at the head of this Contract or any other place that you may notify.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

(d) Any notice or other written communication shall be deemed to have been served:

(i) If delivered personally, at the time of delivery.

(ii) If posted, at the expiry of 4 business days after it was posted (excluding the day of posting).

(e) You must notify the Employer in writing of any change in your name, address, bank account number, marital status or next of kin within one month of such change, and of any arrest, prosecution or conviction for a criminal offence, any disciplinary action taken against you by a professional or regulatory body or if you become bankrupt, apply for or have made against you a receiving order, make any composition with your creditors or commit any act of bankruptcy.

(19) Governing Law & Jurisdiction

This contract shall be governed by and construed in accordance with Indian law and each party to this contract submits to the exclusive jurisdiction of the Courts of Delhi.

(20) Assignment

This contract may be assigned by the Employer to any of its affiliates, holding companies or subsidiaries on the same terms and conditions pursuant to which the employee shall continue to carry out its duties and responsibilities in the same manner and the employee hereby consents for the same.

(21) Miscellaneous

(a) No collective agreements (which are otherwise applicable to workmen under the Industrial Disputes Act, 1947) apply to your employment.

(b) This contract sets out the entire agreement and understanding between the Parties in connection with the Employment and supersedes any previous contract or agreement between you and the Employer.

(c) The Employer may hold and process, whether electronically or manually, the data it collects in relation to you in the course of the Employment for the purposes of the Employer's management and administration of its business and of other employees and for compliance with applicable procedures, laws and regulations and you hereby consent for the same. The Employer or its agents may transfer, store and process such data whether in India or any other place for the above purposes.

(d) If at any time any term or provision in this contract shall be held to be illegal, invalid or unenforceable, in whole or in part, under any rule of law or enactment, such term or provision or part shall to that extent be deemed not to form part of this contract, but the enforceability of the remainder of this contract shall not be affected.

(e) The Employee agrees, recognizes and acknowledges that:

(i) he/she has been provided with a copy of this Agreement for review prior to signing it, that he/she has reviewed it and that he/she understands the terms, purposes and effects of this Agreement, and that he/she has signed the same only after having had the opportunity to seek clarifications; that he/she has been given a signed copy of this Agreement for his/her own records; he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her. He/she has

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

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

Seventh Triangle Martech Private Limited
Plot No. D-107, Sector 2
Noida, Gautam Buddha Nagar,
Uttar Pradesh, India 201301
CIN# U72900UP2021PTC154520
E: hello@seventhtriangle.com || **W:** www.seventhtriangle.com

executed this Agreement of his/her own free will and without relying upon any statements made by the Employer or any of its representatives, agents or employees. This Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Employer;

(ii) if he/she violates any of the terms of this Agreement, the Employer will suffer irreparable injury and damages the amount of which cannot be adequately measured in monetary terms and that an adequate remedy at law will not exist;

(iii) In view of the above, the Employer shall be entitled to injunctive relief, in addition to any other remedy available at law or in equity, in the event he/she violates any of the terms or conditions of this Agreement. Please return a signed copy of this letter to indicate your understanding and acknowledgement of the terms and conditions contained herein.

Signed on and on behalf of

Regards,

Prashant Gupta

Director, Seventh Triangle Martech Private Limited

I confirm that I have read and understood the aforesaid contract fully and by signing and returning to the Employer the duplicate copy hereof, I hereby accept the terms and conditions contained therein and agree that the same constitutes a valid and binding contract of employment between myself and the Employer.

Sign

Name: Poonam Somani

Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(33)

(99)

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6243589/1454736;

09/10/2022;
Pradnya Mohan Khot;

Sadguru Krupa, Swami Pen Shop Gali, Ujalawadi main road, Ujalawadi, Kolhapur, 416004
Kolhapur, Maharashtra
India.

Confidential

Dear Pradnya Mohan Khot,

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 **09/30/2022** (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 **Mumbai**.

C) You have to report by 8.30 am at **Mumbai** office, for joining formalities and contact security at the main gate for your entry pass at:

Address:
CAPGEMINI Knowledge Park IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letter, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Analyst

Total Cost to Company (CTC). Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.1,890.00	Rs.22,680.00
Other Allowances and Reimbursements – 2 #	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.29,878.00	Rs.358,536.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.388,800.00
Total Cash Compensation		Rs.388,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements – 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	18,800.00
Books and Journals	34,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Ma
Akurdi, Pune-4

* 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 (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service conditions and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

^ Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

* This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payout:

- **Special Incentive:** You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**, post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company.

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.

   d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

   e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

   f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).

   g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and

   h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

   i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

      a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 10/29/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Tes. ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.

   j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

   k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

K.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplicate version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter "Letter") and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **Pradnya Mohan Khot**

Date: **08/10/2022**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited (**"Capgemini"** or **"Company"**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time, (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc, and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

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

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India;

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about investors, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

d) prevent the unauthorized use, dissemination or publication of such Confidential Information;

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter;

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict need to know basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If, at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) licensed, leased or contracted for by the Company or its affiliate.

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual, irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop/laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

c.) Effects of Cessation of Employment:

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactments (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision shall be severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interests/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act, 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I,_____residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra(hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
   a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment;
   b) payroll processing agencies for processing my payroll (including reimbursement claims);
   c) law enforcement agencies;
   d) to comply with a judicial/quasi-judicial order;
   e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit;
   f) insurance companies for the purpose of group insurance, personal accident insurance etc.;
   g) service providers providing services for biometric access to office premises for monitoring attendance;
   h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.;
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
   a.) affiliates of the Company for administrative purposes and/or audit;
   b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update any sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature:
Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
2.	Employment Documents: **Current Employment(Immediate Previous)** a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**Proof of identity/ Address** a) PAN Card b) AADHAAR Card c) Passport. In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card (V) Electricity Bills V) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs (6 nos.)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s) (If applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified. therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>. (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link, update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address [redacted] not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked*

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders, Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

34

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd

1 message

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in> Mon, Jul 11, 2022 at 11:01 AM
To: Dypimca placements <placements@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

Congratulations on the selection of 6 students in iauro Systems.

Please convey the joining date to be shared with HR.

---------- Forwarded message ---------
From: **Sayali Bhande** <sayali.bhande@iauro.com>
Date: Mon, Jul 11, 2022 at 10:43 AM
Subject: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd
To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>
Cc: hiring <hiring@iauro.com>

Hello Heeresh Sir,

We are glad to announce the final shortlisting of the campus drive. We are looking forward to work with the shortlisted students and evolve together. We will share the offer letters individually with the shortlisted students.

I am certain that this drive will help to build long-term relationships and create further growth opportunities for both of us.

Let me take this opportunity to thank you and the entire placement cell for helping and coordinating for a smoother process.

Kindly let us know the start date of their internship.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Final Selections:

1.Suraj Ashok Chaudhari

2. Pritamsing Ravindrasing Patil

3.Sangram Unhale

4.Chitra Airen

5.Nikhil Jagadish Gharate

6.Krishan Choudhary

Students who cleared 2nd Technical Round

Suraj Ashok Chaudhari
Pritamsing Ravindrasing Patil
Sangram Unhale
Arti Vishwas Dhage
Chitra Airen
Nikhil Jagadish Gharate
Krishan Choudhary

Students who cleared 1st Technical Round

Suraj Ashok Chaudhari
Unnati Navalsing Solunke
Pritamsing Ravindrasing Patil
Shravani Kulkarni
Sangram Unhale
Arti Vishwas Dhage
Rushikesh Dilip Narkhede
Chitra Airen
Nikhil Jagadish Gharate

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

iauro

Internship Offer Letter

12th July 2022

To: Sangram Unhale

Dear Sangram,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend to you an offer to join our company.

Name	Sangram Unhale
Designation	Software Intern
Joining Location	PUNE

Please note: This opportunity would be treated as an internship offer for 6 months. This offer is subject to satisfactory performance during the internship period from 18th July 2022 to 17th January 2023. iauro Systems holds the right to increase the internship tenure or withdraw the offer in case the performance is not found up to the mark during the internship period.

Salary:

You will be paid a stipend of Rs.10000 per month during your internship period from 18th July 2022 to 17th January 2023.

Reporting structure:

- Your immediate reporting will be to the Consultant.

Location:

- You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.
- Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

iauro

Other terms and conditions

- You are required to work on your machine (Laptop).
- In case you fail to honor the pre-placement offer as a full-time employee and complete the probation period, you shall return the amount paid as a stipend and as a salary during the employment period shall be refunded to iauro Systems
- You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee / Intern /Freelance of any other organization / entity engaged in any form of business activity without the consent of iauro Systems Pvt Ltd. 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 hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining.
- Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.
- You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement.
- This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.
- If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.
- Kindly note that the final internship certificate to be issued is subject to full time joining after completion of internship.
- This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Pune, India.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nirmala

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

iauro

*You are expected to join duty on 18th July 2022 from Office. This offer stands cancelled in case of any deviations in information or if you fail to connect to the Talent Management Team on the mentioned date at 10 am. Also note that this offer is valid for a day. You are required to send the offer letter acceptance e-mail to hr@iauro.com mentioning the subject letter as OFFER LETTER ACCEPTANCE by 12th July 2022. We look forward to an enduring relationship with you.

For: iauro Systems,

Anupam Kulkarni, CEO

iauro Systems

35

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Pragati Dinesh Wahane

1 message

HR Department <hrd@mobiloitte.com>
To: pragatiwahane9891@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:23 AM

Dear Pragati Dinesh Wahane,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 25th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor8RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nirmala

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

38

labcorp

Labcorp - CTC INPUT SCHEDULE

PSID:	
Business Title:	Statistical Programmer Analyst
Department:	Biometrics
Employee / Candidate Name:	Prajakta Vijay Raut
Start Date:	5-Sep-2022

All figures are in INR

FIXED COMPENSATION (Base Salary)			450,000.00
SECTION A: SALARY		Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	180,000.00	15,000.00
Flexi Basket ** Refer to note 4		270,000.00	22,500.00
A. Subtotal		450,000.00	37,500.00
SECTION B: RETIREMENT BENEFITS			
Provident Fund (Employer Contribution)	12% of Basic Pay	21,600.00	1,800.00
Gratuity	4.81% of Basic Pay	8,658.00	721.50
B. Subtotal		30,258.00	2,521.50
SECTION C: ANNUAL LEAVE ENCASHMENT			
Encashment of Annual Leave	(Estimated for 15 days)	10,385.00	Refer to Note 7
C. Subtotal		10,385.00	-
CTC (Cost to Company)			**490,643.00**

NOTES:

1. Cost to Company:	This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
2. Fixed Compensation:	This is equal to A. Subtotal
3. Basic Pay:	This is calculated as 40% or minimum INR 1,80,000 /- P.A of the Fixed Compensation Amount. This amount is taxable.
4. Flexi Basket:	This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through this "Define your salary" program employees can allocate up to the total amount of the flexi basket (depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance.
5. Provident Fund (Employer):	The employer contribution percentage is 12% of Basic Pay. The minimum employee contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.
6. Gratuity:	Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.
7. Encashment of Annual Leave:	Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new joiners during the year. In any given year the entitlement cannot exceed a maximum of 45 days (24 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.
8. Insurance Benefit:	In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by the prevailing Company guidelines: Group Term Life Insurance and Group Personal Accident Insurance cover for Employee Group Medical Insurance cover for Employee, Spouse and upto 2 children

- All compensation will be paid to you after deduction of tax at source, in accordance with applicable laws. You will be solely liable for your personal tax liabilities, as per applicable laws, both in India and abroad.
- The above salary structure shall be modified at the discretion of Company without any changes to the Fixed Compensation.
- All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.

I signify my acceptance of the above.

Signed: _____

Print Name: _____

Date: _____

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

HEALTHLEVEL
uncommon insight

37

105

Employment Offer

To,

Prajakta Patil,

Pune India

Email: - prajakta1998patil@gmail.com

Contact No: +91 96895 50016

April, 1st 2022

Dear Prajakta Patil,

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. Your customer and applications deliverables will be planned with and overseen by **Mr. Adway Lele.** In your capacity as a **Software Engineer** in a consulting capacity, your deliverables will include requirements analysis, software design and development, programming, quality assurance and customer applications support.

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

Role: Software Engineer

Salary & Benefits:

Your starting base salary will be **INR 5,00,000/- (Five Lakh only)** per year. All Payments would be subject to applicable tax withholdings and other statutory deductions. The Company will review your salary as per the HR Policies and may make such revisions, adjustments as may be determined based on your performance. The breakup of salary is given in the attachment CTC breakup.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

[redacted]

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

HEALTHLEVEL
uncommon insight

105

To,

Prajakta Patil
prajakta1998patil@gmail.com
9689550016,
Pune

Date: 08/09/2021

Dear Prajakta,

We are excited to make you an offer to join our company in a Software Engineering Internship position from 13th September 2021 through 31st March 2022. This letter includes details of your compensation. The position will be based at the company's offices in Pune. Normal Office hours are 9:00 am to 5:00 pm Monday to Friday.

Compensation Plan

#	Compensation Item	Value	Notes / Description
1.	Internship Compensation	20,000 Rupees Per Month	Payable on the Last Day of the Month during the internship duration. Prorated for partial months on starting and ending months.
2.	Performance Bonus	20,000 Rupees	Paid at the end of the internship, on successfully achieving all milestones agreed within first 2 weeks of the internship.

Please sign and return a copy of this offer letter by 10th September 2021. We look forward to welcoming you to HealthLevel Internship Program and a productive partnership.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

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

Accepted

Signed:

Gmail

106

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

39

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalaih@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	dipti bansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	[illegible]alika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2016@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNeml.6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Saurav Borse

1 message

HR Department <hrd@mobiloitte.com>
To: sauravsborse@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:10 AM

Dear Saurav Borse,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

107

3.9

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypsi.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolk14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Keshinath Kothawade	Male	mkothawade965@gmail.com	8087740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4595@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elampanthi Boopathy (BGSW/HRL-TA)" <Boopathy.Elampanthi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNeml.6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

40

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd

1 message

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in> Mon, Jul 11, 2022 at 11:01 AM
To: Dypimca placements <placements@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

Congratulations on the selection of 6 students in iauro Systems.

Please convey the joining date to be shared with HR.

---------- Forwarded message ---------
From: **Sayali Bhande** <sayali.bhande@iauro.com>
Date: Mon, Jul 11, 2022 at 10:43 AM
Subject: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd
To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>
Cc: hiring <hiring@iauro.com>

Hello Heeresh Sir,

We are glad to announce the final shortlisting of the campus drive. We are looking forward to work with the shortlisted students and evolve together. We will share the offer letters individually with the shortlisted students.

I am certain that this drive will help to build long-term relationships and create further growth opportunities for both of us.

Let me take this opportunity to thank you and the entire placement cell for helping and coordinating for a smoother process.

Kindly let us know the start date of their internship.

Final Selections:

112

1.Suraj Ashok Chaudhari

2. Pritamsing Ravindrasing Patil
3.Sangram Unhale
4.Chitra Airen
5.Nikhil Jagadish Gharate

6.Krishan Choudhary

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Students who cleared 2nd Technical Round

Suraj Ashok Chaudhari
Pritamsing Ravindrasing Patil

Sangram Unhale
Arti Vishwas Dhage
Chitra Airen
Nikhil Jagadish Gharate
Krishan Choudhary

Students who cleared 1st Technical Round

Suraj Ashok Chaudhari
Unnati Navalsing Solunke
Pritamsing Ravindrasing Patil
Shravani Kulkarni
Sangram Unhale
Arti Vishwas Dhage
Rushikesh Dilip Narkhede
Chitra Airen
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Krishan Choudhary

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Students who cleared MCQ Test

Saurabh Gaikwad
Rutuja Praful Chinchale
Vaishnavi Khadke
Yogita Jawale
Vaishnavi Gangshettiwar
Shubham Bonde
Shrinath Ramrao Pawar
Veena Parate
Suraj Ashok Chaudhari
Rohit Avadhut Kshirsagar
Sanjay Aakash Suradkar
Rishikesh Pujari
Unnati Navalsing Solunke
Shubham Malani
shrikant suryawanshi
Pritamsing Ravindrasing Patil
YOGESH JADHAV
Tanzila Khan
Shravani Kulkarni
Sangram Unhale
yash wadhwani
Arti Vishwas Dhage

Sapana Jalindar Nikam
Vishal Suresh Yadav
Rushikesh Dilip Narkhede
Devendra Singh Rajput
Nayana Sambhaji Dhawade
Chitra Airen
Tanvi Rajendra Kumkar
Samidha Nagothkar
Sunil Gullapalli
shubham hiwale
Rutuja Meshram
vinod kolekar
Pranav Waykar
Bhagyashri Inkane
Kushal Narendra Magare
Ketaki Tekade
Deepa Sukhia
Nomesh Jawale
Gaurav Vijay Khedkar
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Pradip Shivaji Survase
Krishan Choudhary
Abhishek Ghate

Sayali Bhande

HR Associate

+91 8378979481 | LinkedIn | Twitter

iauro systems pvt. ltd.

www.iauro.com contact@iauro.com

This e-mail is confidential. It may also be legally privileged. If you are not the addressee, you may not copy, forward, disclose or use any part of it. If you have received this message in error, please delete it and all copies from your system and notify the sender immediately by return e-mail. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions. The management of iauro systems Pvt. Ltd. do not accept any liability for misbending of email account.

--

Heeresh Khatri
Training & Placement Officer
D. Y. Patil College of Engineering, Akurdi
Mob: 9923963332
Email: tpo@dypcoeakurdi.ac.in
Facebook Page: https://goo.gl/UNemL6
Website: www.dypcoeakurdi.ac.in

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Jasmita Kaur

PIXELLENCE
WEB SOLUTIONS LLP

Date : 7th March 2022

INTERNSHIP OFFER LETTER

Trainee Name : MS. Pratiksha Waghmare.

Dear Ms. Pratiksha Waghmare,

Pixellence Web Solutions LLP is pleased to offer you an internship opportunity as a **Trainee – Web Development** ,You will report to Mr. Nitin Pawar.

You will be paid Rs.3000 /- PM as an internship amount. There will not be any other benefits as part of the internship program. Experience letter will be issued on completion of three months of internship tenure.

Your role during internship period would be supporting Web Development team, complete given tasks as & when assigned to you. You will work from home & use your own laptop during an internship tenure.

Your work timings shall be 10.00 am to 7:00 pm from Monday to Friday , beginning from Wednesday 9th March 2022. Your assignment concludes on 8th June 2022

Please indicate your acceptance of the internship by signing a copy of this letter.

Congratulations and welcome!

Best Wishes,

Pixellence Web Solutions LLP

Authorized Signatory

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

I accept the above internship offer described in this letter.

_____/____

Signature *Date*

(Please Note – This letter does not require sign off as issued from official e-mail ID of Pixellence Web Solutions LLP. For any verification /confirmation please call @9763536000 OR mail to HR email ID- connect@pixellence.biz)

42

Gmail

114

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi 114
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

(42)

(114)

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

28 June 2022

OFFER LETTER

Dear **Swapnali,**

Thank you for exploring career opportunities with Intelliswift Software India Pvt. Ltd. With reference to the interviews, you had with us, it gives us pleased to offer you the position of **Campus Associate - Software** effective from **04 July 2022** at our **Pune** office on the following terms & conditions:

- This letter is valid for a period of three days from the date mentioned in this offer. You are requested to confirm this offer before the expiry of 3 days from the date mentioned in this letter as a token of acceptance of this offer.
- You are required to submit the accepted signed copy of your relieving letter and/or accepted resignation email from your present employer within 3 days from the date mentioned in this offer.
- Your remuneration will be ₹ **450000** (Indian Rupees Four Lakhs Fifty Thousand Only) per annum as the Cost to Company. The breakup of the CTC structure will be as per the Annexure – I enclosed herewith. All payments are subject to deductions as per the provisions under various State Government and Central Government enactments.
- Your employment will be confirmed effective from your date of joining and the notice period will be of 3 months.
- You will be bound by the terms & conditions of the employment agreement, company policy, rules regulations, standing orders in force, and your service conditions framed by the company from time to time.
- This offer is based on your profile, relevant work experience, and performance in the selection process. If any information given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or payment in lieu of notice.
- Your employment with the Company is conditional upon and subject to the positive completion of a background check, and approval thereof by the Company, in its sole discretion.
- Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of the final Appointment Letter by you.

Yours Sincerely
FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Amit Chilka

Name: Amit Chilka
Title: Senior Director – Human Resource

I accept the terms and conditions of this offer letter in totality.
Name: Swapnali Mapare

Mapare

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

ANNEXURE I

Computation of CTC 2022		
EMP_FIRST NAME	Swapnali	
EMP_LAST NAME	Mapare	
DESIGNATION	Campus Associate - Software	
LOCATION	Pune	
STATE	Maharashtra	
ANNUAL CTC for PAYROLL		₹ 450000
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	₹ 18,750	₹ 2,25,000
HRA	₹ 9,375	₹ 1,12,500
INTELLISWIFT BENEFITS PLAN	₹ 5,614	₹ 67,368
GROSS SALARY [A]	**₹ 34,799**	**₹ 4,17,588**
COMPANY'S CONTRIBUTION TO PF (12%)	₹ 1,800	₹ 21,600
GRATUITY	₹ 901	₹ 10,812
TOTAL DEDUCTIONS - EMPLOYER [B]	**₹ 2,701**	**₹ 32,412**
TOTAL CTC [A+B]	**₹ 37,500**	**₹ 4,50,000**
COST TO COMPANY (CTC)		**₹ 4,50,000**

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.
- The offer is valid only if you clear the exam.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

All Payments, like Salaries, Perquisites, Reimbursements, Incentives, Bonuses, and Commissions are all subject to the Provisions of Tax Laws.
The mentioned Cost to Company is effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.

Intelliswift Benefits Plan:

- Under this head you can claim Food Allowance, LTA, Children's Education Allowance, Mobile / Internet Allowance, Books and Periodicals, and Professional Development Allowance.
- All permissible expenses claimed under this head are exempt from tax.
- This component will be paid to you as a monthly taxable component if it's not declared and adequate bills are not submitted.

As a part of the onboarding process, please send the scan copy of the below documents ASAP:

Personal Data:

- Resume
- Passport
- PAN card- In case of non-availability of PAN, photocopy of application.
- ID Proof - Voter ID Card / Aadhar Card / Any Other Govt Approved ID Proof
- Address Proof - Rent agreement copy / Electricity Bill / Ration Card / Telephone Bill etc. (Except driver's license)
- Mark Sheets and Certificate of X, XII, Final year, latest qualification.
- Mark sheets for all semesters during Graduation & Post Graduation
- Mark sheets and Certificates of Diploma(s)
- Mark sheets and Certificates of any training(s) attended
- Any other additional diplomas/certificates (Mark-sheets)
- 5 Photographs (Passport size)
- Personal Bank cheque and Bank Statement (HDFC OR Non- HDFC)

Previous Employment Record:

- Offer / Appointment / Confirmation Letter from all previous employer(s)
- Appraisal Letter from all previous employer(s)
- Relieving Letter and Work Experience Certificate from all previous employer(s)
- Copy of the resignation letter of your previous employer(s)
- Salary slips / certificate / bank statement (Last 3 months) from the last employer

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

43

115

labcorp

Labcorp - CTC INPUT SCHEDULE

PSID:	
Business Title:	Statistical Programmer Analyst
Department:	Biometrics
Employee / Candidate Name:	Priti Ravindranath Verma
Start Date:	5-Sep-2022

All figures are in INR

FIXED COMPENSATION (Base Salary)		450,000.00
SECTION A: SALARY	Annual (INR)	Monthly (INR)
Basic Pay 40% of Fixed Comp or 180K Min	180,000.00	15,000.00
Flex Basket ** Refer to note 1	270,000.00	22,500.00
A. Subtotal	450,000.00	37,500.00
SECTION B: RETIREMENT BENEFITS		
Provident Fund (Employer Contribution) 12% of Basic Pay	21,600.00	1,800.00
Gratuity 4.81% of Basic Pay	8,658.00	721.50
B. Subtotal	30,258.00	2,521.50
SECTION C: ANNUAL LEAVE ENCASHMENT		
Encashment of Annual Leave (Estimate for 15 days)	10,385.00	Refer to note 7
C. Subtotal	10,385.00	-
CTC (Cost to Company)		**490,643.00**

NOTES:

1. Cost to Company:	This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
2. Fixed Compensation:	This is equal to A. Subtotal
3. Basic Pay:	This is calculated as 40% or minimum INR 1,80,000 /- P.A of the Fixed Compensation Amount. This amount is taxable.
4. Flex Basket:	This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through the "Define your salary" program employees can allocate up to the total amount of the flex basket depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance.
5. Provident Fund (Employer):	The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.
6. Gratuity:	Gratuity is calculated at 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.
7. Encashment of Annual Leave:	Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new joiners during the year. In any given year the entitlement cannot exceed a maximum of 45 days (24 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.
8. Insurance Benefit:	In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by the prevailing Company guidelines: Group Term Life Insurance and Group Personal Accident Insurance cover for Employee Group Medical Insurance cover for Employee, Spouse and upto 2 children

- All compensation will be paid to you after deduction of tax at source, in accordance with applicable laws. You will be solely liable for your personal tax liabilities, as per applicable laws, both in India and abroad.
- The above salary structure shall be modified at the discretion of Company without any changes to the Fixed Compensation.
- All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.

I signify my acceptance of the above.

Signed: _____

Print Name: _____

Date: _____

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

(44)

(116)

Glisten
Software Pvt Ltd

Registered Office Address:
Flat - C3/41, Elite Empire,
Balewadi, Pune - 411045
CIN: U72900PN2014PTC153038

App/2021070901/01

Date: 09th July 2021

Subject: Appointment Letter of Swapnil Ashok Saindane

Dear Swapnil,

After careful considerations, it gives us great pleasure to offer you a position in Glisten Software Pvt. Ltd. Your job profile and other details are as mentioned below. Please confirm your acceptance of this appointment letter latest by 10th July 2021. Your joining date is 12th July 2021.

You will be required to undergo training for a period of 2 (Two) months as a Trainee DevOps Engineer. During the period of these three months, you will receive a stipend of Rs 15,000.00 (Fifteen thousand only) per month. On successful completion of training, you will be promoted to DevOps Engineer.

A notice of 30 days, in writing, will be required to be given by either party, before the employment can be terminated. The company may in exceptional cases, terminate the employment by giving one-month salary as compensation in lieu of the notice period.

You will not at any time, without the consent of the Company disclose or divulge or make public except under legal obligations, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in course of your service or otherwise.

You agree to abide by the rules and regulations of the company as declared from time to time.

Regular performance reviews at the end of each quarter will determine any further promotions / increments.

Thanking you,

Sincerely,

(Arvinda Shukla)
(COO – Glisten Software Pvt Ltd)

(Acknowlegement of Offer letter)

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Glisten
Software Pvt Ltd

Salary Breakdown:

Salary Structure	% of Basic	Rs
Basic		6000
HRA	50%	3000
Professional Development	20%	1200
Special Allowance	50%	3000
Vehicle running reimbursement	15%	900
City Compensatory Allowance	15%	900
Total monthly (Rs)		**15000**
Annual Gross Salary (Rs)		**180000**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

45

Gmail

118

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi 118
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

inspira

Innovation | Impact | Integrity

Great Place To Work. Certified INDIA

Inspira Enterprise India Limited

(Formerly known as Inspira Enterprise India Private Limited)

Date: 21 September 2022

To,

Tanzila

Subject: Employment Offer Letter

Dear Tanzila,

We have great pleasure in welcoming you into the family of Inspira Enterprise. Based on our interview process and discussions, we are pleased to offer you the role of **Associate - IAM (CDC)** at **Grade M0** in Pune.

The company has decided to offer you an annual **CTC of INR 4,00,000/-(Lakhs Per Annum)** .Further on successful completion of your training and assessment, your annual CTC will be revised to **INR 4,20,000/-(Lakhs Per Annum)** .Post completion of training once confirmed after 6 months' probation annual CTC will be revised to **INR 4,80,000/- (Lakhs per annum)** .The CTC change effective dates will be communicated to you in due course of your employment.

As discussed, date of joining will be **23 September 2022,** failing which this offer will be withdrawn and considered cancelled from the date of issuance. Your initial location of work will be in Pune. However, your services are transferable depending on the business exigency

On your reporting for duty please contact **Corporate HR,** on submission of your Joining Report you will be issued a formal letter of Appointment explaining the terms & conditions which will be binding on both the sides.

- Educational Documents (Mark sheet & certificate both)
- All employment documents (Appointment/Experience letter) Accepted Resignation Letter of the last organization
- 5 Passport size photographs with white background
- Copy of Ration Card/Voter ID Card/Bank Statement/Rent Agreement/Passport/Driving License as Proof of Residence Last Salary Slip (3 months in original)
- Pan Card (original + photocopy mandatory) Aadhar card (original + photocopy mandatory)

Please bring the original educational certificates/ mark sheet for verification.

In case you are not able to submit any of the above mentioned documents on your date of joining, you are advised to submit the same within 7 days of joining, failing which may lead to cancellation of your appointment with the organization.

You are requested to report to the office station as directed by your recruiter at 10.30 am.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nirmala

DIRECTOR

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

Akurdi, Pune-411 044

inspira

Innovation | Impact | Integrity

Great Place To Work. Certified

Inspira Enterprise India Limited

(Formerly known as Inspira Enterprise India Private Limited)

SALARY ANNEXURE I			
NAME : Tanzila **DESIGNATION : Associate - IAM (CDC)** **GRADE : M0**		**DOJ : 23 September 2022** **DEPARTMENT : Practice Group - Practice Group 2 - Identity Access Management Practice** **LOCATION : Pune**	
Sr.No.	**Particulars**	**Amount(pm)**	**Amount(pa)**
1.	Basic	13,062	1,56,744
2.	HRA	6,531	78,372
3.	City Compensatory Allowance	10,224	1,22,688
4.	Statutory Bonus**	1,088	13,056
5.	**Sub.Total [Monthly Gross]**	**30,905**	**3,70,860**
6.	**Separation / Other Benefits**		
7.	Provident Fund [Employers Contribution]	1,800	21,600
8.	Gratuity	628	7,536
9.	**Sub.Total**	**2,428**	**29,136**
10.	**Total Gross [Fixed Component]**	**33,333**	**3,99,996**
11.	**Total CTC**	**33,333**	**4,00,000**

***Gratuity** - as per payment of Gratuity Act 1972.

**If Statutory Bonus is applicable, the company reserves the right to pay the same on quarterly/ half-yearly/Annually, as per requirements of the relevant act.

Group Personal Accident and Group Mediclaim Program:

Employees are eligible for GPA and GMS as per the grade of the employee. The Mediclaim policy are completely borne by the company.

Term Life Insurance Policy: Employees are eligible for Term Life Insurance that provides death benefit coverage to the employee's family incase of unfortunate event of an employee's demise.

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

You agree that you will perform your duties with diligence and care. You are required to maintain highest standard of integrity and will be required to comply with all company policies and procedures.

You will be governed by the rules of this company (which may be amended from time to time) during the course of your employment.

During the course of your employment you may learn or acquire information which is confidential or proprietary to the company or its customers. As a

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

V. Nimbalkar

DIRECTOR

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

condition during or e information to a third party.

The organization reserves the right to conduct background/education/previous employment/Police Verification checks. In case there is any negative report against you which may be detrimental to the interest of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of "Misrepresentation of facts".

You hereby acknowledge that the Company has the right to collect information e.g. my name, e-mail Id, and telephone number, residential Address in connection with your proposed employment / employment with the Company. You also acknowledge that the Company has the right to disclose to the third parties your personal information in order to provide any services to you or the Company in relation to your employment with the Company. Whenever the Company discloses such personal information to the third parties, Company demands that such third parties shall keep your personal data confidential and shall not make unauthorized use of the same.

Appointment letter will be issued to you after joining, consisting of all the terms and conditions which will be binding and final as well as detailed break-up of salary & reporting structure.

We look forward to having a long and a fruitful relationship with you and hope that you will find working for **Inspira Enterprise India Ltd** a rewarding and an enjoyable experience.

Please note that your compensation in personal & confidential to you and you are requested not to share details of the same with others.

Yours faithfully

For **Inspira Enterprise India Ltd**

Divya Acharya

Chief Human Resource Officer

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

(47)

Atos

Date: 04/04/2022

Intent to Offer 122

Dear Divyashri Tayade,

Syntellect ID: ASB22300648

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/ e mail on or before the end of **5 days** from date of its issuance.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Anuyashri

Signature

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105





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

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Fri, Apr 29, 2022 at 5:08 PM
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.
[Quoted text hidden]

Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

Jasmita Kaur
Dean Placement.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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

Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Cognizant

18-Jul-2021

Dear Tirang Gangarde,
BCA, Computer Application
College Of Computer Science

Candidate ID – 17262798

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant").**You have successfully cleared 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 **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-.** This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits.** Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**284,111/-.** This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement.** You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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

Cognizant

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Cognizant

Compensation and Benefits

Name: Tirang Gangarde **Designation:** Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		**220,499**
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		**232,499**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**251,999**

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

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

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

Tirang Gangarde, 23, residing at _____ (hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.
The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

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

DIRECTOR

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole

D. Y. Patil Education Society's Institute of Management Akurdi, Pune 411 044

K. Nirmala

DIRECTOR

For, D. Y. Patil Education Society's Institute of Master of Computer Applications and Management Akurdi, Pune-411 044

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

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

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

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

DIRECTOR

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

• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited **Tirang Gangarde**

Sign: _____

Name:

Sign: _____

Name:

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

(49)

(125)

ABHYUDAYA
HR Business Solutions Pvt. Ltd.

ABHRS/APPT/2020/1652

Date: 09th Jan 2020

Mr. Ravishankar Suresh Fulari
Brahaman Galli , Near Dutta Temple,.
Ausa, Dist-Latur Maharashtra - 413520,

Dear Fulari

With reference to your application and the subsequent interview you had with us, we are pleased to issue this appointment letter to you for the post of **"QA Automation Engineer"** on the following terms and conditions:

1) **Effective Date of Appointment:**
   Your Date of Joining in **"Abhyudaya HR Business Solutions Pvt Ltd"** will be 09th Jan 2020 with accepted terms and conditions.
2) **Job Assignment / Reporting**
   In your assignment you will be required to perform duties as more particularly laid down in the Job Description for your position. You will be reporting to **Manager** or whomsoever he nominates.
3) **Place of Posting**
   You will be based in Hyderabad. Your services are liable to be transferred to any of our Clients locations throughout India at any time and you will be given sufficient prior notice on such deputations.
4) **Remuneration:**
   a) Your Cost to the Company salary per annum as per structure (Inclusive of All Benefits) annexed herewith the letter as Annexure – 1.
   b) **Reviews:** Reviews will be based upon your performance and you will be entitled to the same if your performance is found to be satisfactory during the year of service in terms of efficiency, regularity, punctuality and discipline. Reviews can be accelerated in case of exceptionally good performance.
   c) **Leave Entitlement:** You will be entitled to leaves as per Company's policy contained in Rules and Regulations formulated by **"Abhyudaya HR Business Solutions Pvt Ltd"** from time to time.
5) **Probation:**
   You will be on probation for a period of Six (6) months from the date of your joining, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation from Company. Company reserves the rights to reduce / dispense with or extend your probation period at its absolute discretion. During your probation period, either party shall be entitled to terminate the service with immediate effect, without giving any notice or assigning any reason to the other party.
6) **Termination:**
   a. During probation period your services can be terminated by Company by giving 15 days written notice to you or payment of salary in lieu thereof. However, Company may relieve you at any time during the notice period and without any compensation other than the payment of salary in lieu of the remaining period of notice
   b. After confirmation, Company can terminate your services by giving 1 month written notice to you or payment of salary in lieu thereof. However, Company may relieve you at any time during the notice period and without any compensation other than the payment of salary in lieu of the remaining period of notice.
   c. After confirmation, you may resign from services by giving 1 month written notice to Company or payment of salary in lieu thereof. If the exigencies of work so require, Company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to Company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter at its sole discretion.

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimmala

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

Head Office:
H.No.6-3-1111/22, Ground Floor, Opp.
Swapna Nursing Home, Behind Kirtilal Jewelers,
Nishatbagh, Begumpet, Hyderabad - 500 016.
Ph.: 72070 22244, +91 77 99 76 86 96
Email: info@abhyudayahr.com

Unit Office :
Plot 41, Tagoor Building ,
5th Floor , Samata Nagar ,
Addagutta Society, Hyderabad - 500 072.
Ph: 040 40175464

www.abhyudayahr.com

d. Company has the right to terminate your service without notice or payment of salary in lieu thereof if you commit any breach of your duties and responsibilities under this contract of service or are found guilty of any gross negligence or misconduct which contravenes the express or implied conditions of your service.

7) **Retirement:**

As per rules of Company you may, at the option of the Management, remain in services of Company up to the age of 58 years.

8) **General Conditions:** You will be bound by the following:

a. You will not engage in any trade or profession or undertake any employment, full or part-time, honorary or remunerator or seek membership of any local public bodies while in the service of Company without first obtaining written permission from the management of Company
b. You will not engage in any unlawful or any subversive activity while in the service of Company.
c. You shall not, under any circumstances either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any person, company or firm having business transaction with Company.
d. You will, in all respects be governed by the rules and regulations applicable to your category of employees from time to time.
e. Should you remain absent from work, without reasonable explanation, for more than Eight (8) consecutive days, it will be presumed that you are no longer interested in working for Company and have abandoned its services, thereby terminating your contract of service. In such case, you will not be entitled to any compensation for the loss of service.

9) **Non Disclosure Agreement**

You will not disclose by word of mouth or otherwise, particulars or details of business plans / trade secrets / finance / administration / know how / and or any confidential information of business coming to your knowledge by virtue of your being in the employment of **"Abhyudaya HR Business Solutions Pvt Ltd"**

10) **Acceptance**

If you accept the above terms and conditions of the service, please signify your acceptance on the duplicate copy of this appointment thereof otherwise this offer of employment will be deemed to have been withdrawn and cancelled.

We welcome you to **"Abhyudaya HR Business Solutions Pvt Ltd"**

Regards
For Abhyudaya HR Business Solutions Pvt Ltd.

Authorized Signatory

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

Signature..... Date :.....

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimala

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

Head Office:
H.No.6-3-1111/22, Ground Floor, Opp.
Swapna Nursing Home, Behind Kirtilal Jewelers,
Nishatbagh, Begumpet, Hyderabad - 500 016.
Ph.: 72070 22244, +91 77 99 76 86 96
Email: info@abhyudayahr.com

Unit Office :
Plot 41, Tagoor Building
5th Floor, Samata Nagar,
Addagutta Society, Hyderabad - 500 072.
Ph: 040 40175464

ABHYUDAYA
HR Business Solutions Pvt. Ltd.

Annexure 1

STATEMENT OF COST TO THE COMPANY (CTC)

Name : **Mr. Ravishankar Suresh Fulari**
Designation : **QA Automation Engineer**
Effective Date : **09.Jan.2020**

Components	Emoluments/ Annum (Rs)
Basic Salary	183000.00
HRA	73200.00
Conveyance Allowance	19200.00
Medical Allowance	15000.00
Leave Travel Allowance	000.00
Books & Periodicals	000.00
Special Allowance	75600.00
Gross Salary (A)	**366000.00**
Variable Pay (B)	**00.00**
Total CTC (A+B)	**366000.00**

For Abhyudaya HR Business Solutions Pvt Ltd.

Authorized Signatory

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

Signature..... Date:.....

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Head Office:
H.No.6-3-1111/22, Ground Floor, Opp.
Swapna Nursing Home, Behind Kirtilal Jewellers,
Nishatbagh, Begumpet, Hyderabad - 500 016.
Ph.: 72070 22244, +91 77 99 76 86 96
Email: info@abhyudayahr.com

Unit Office :
Plot 41, Tagoor Building,
5th Floor , Samata Nagar,
Addagutta Society , Hyderabad - 500 072.
Ph: 040 40175464

www.abhyudayahr.com

5a

131

PENTAGON SPACE
Mastering The Future

CSR Campus Drive - 2022

Dear Rohit Harichandra Kore,

Greetings from Pentagon Space Pvt Ltd. Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudan. H

Head Talent Acquisition & Technical Consultant

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

K. Nimbalkar

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

ASSET VANTAGE
Performance Reporting & General Ledger on Demand

08-July-22

To,
Vishal Malode,
S/O Sanjay, annapurna nagar, 502 bldg no 3
apurva lake view chs adharwadi chowk,
Kalyan, Thane,
Maharashtra - 421301

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

OFFER LETTER

Dear Vishal,

Thank you for investing your time to pursue an opportunity with "Asset Vantage Systems Pvt. Ltd.".

We are delighted in offering you an employment opportunity as **"Software Engineer"** with the Company.

The details of your compensation structure and related benefits are attached to this letter **(Annexure - I).**

1. The employment agreement would be given to you on successful completion of joining formalities and the terms and conditions of the employment agreement would apply for your employment with the Company.

2. **Work Location:** You will be posted at Pune Office from the date of joining. However, your services are liable to be transferred to any other development centers/ branch offices of the Company or at partner's location anywhere in the India or aboard subject to Company policies and Company's business requirements from time to time.

3. You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.

4. Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

5. Your employment is contingent upon:

   a) Satisfactory reference and background checks including verification of your application materials, education and employment history.
   b) Your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
   c) The continued availability of the job opportunity being offered to you on the day of your joining the Company, as a result of any cause or event arising that is beyond the Company's control, including but not limited to un-planned business exigencies, natural disasters, acts of war or terrorism, nuclear catastrophes, disease epidemics/pandemics and/or governmental

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

actions/directives to mitigate such events, which may adversely affect the Company's business operations.

6. **Probation**: You will be on probation for a period of 3 months from the date of your joining the Company ("**Probation Period**"). At the end of the probation period, there will be a review of your performance, conduct, adaptability, acceptability and demeanor. On successful completion of the Probation Period by you, the Company shall in writing confirm you as a permanent employee of the Company.

7. If any information furnished by you in your application for employment or during the selection process is found to be incorrect or false at any time during your employment, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice and or compensation.

8. Within 1 day of accepting this Offer Letter you will disengage yourself from all the active job searches and inform all job consultants regarding the acceptance of this Offer Letter.

9. You will join the organization as early as possible as but not later than **18-July-22**.

You are requested to submit a clearance certificate from your present employer certifying clearance of all your dues with them at the time of joining. On the day of Joining, you are requested to be present at 09:00 am at the Company Office at UNIDEL Innovation Centre, 9th floor, Smartworks, S.No. AP81/83, Main Road, Near Hard Rock Café, Mundwa, Pune, Maharashtra 411028.

10. You are required to submit to use the following at the time of Your Joining:

Birth Certificate / Proof of Date of Birth

All Educational Certificates

All Experience Certificates

All Relieving Certificates

Last Drawn Salary Slip/Certificate

Copy of Passport

Copy of Pan Card

2 Passport size, 2Stamp size Photographs and 2 x 2 inches, white Background, with 80%face show (2 nos.)

11. As of token of your acceptance of the Terms and conditions, please sign the duplicate copy of this letter and indicate the date on which you can begin your assignment with us.

D.Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

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

ASSET VANTAGE
Performance Reporting & General Ledger on Demand

Finally, on the behalf of the Management, it gives me great pleasure to extend you a warm welcome into the UNIDEL family, and we look forward to a mutually beneficial and enduring working relationship.

Yours truly,

Asset Vantage Systems Pvt. Ltd.

Chirag Nanavati

Managing Director

I accept above offer with full consent & agree to the terms & conditions.

Vishal Malode

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

ASSET VANTAGE
Performance Reporting & General Ledger on Demand

Annexure - I

Name: Vishal Malode		w.e.f. 18-07-2022	
Designation: Software Engineer		Band: U1	Grade: L1
Salary Components		**Amount (Rs.)**	**Amount (Rs.)**
(A) Monthly Salary		**Per Month**	**Per Annum**
BASIC		16,042	1,92,500
HRA		8,021	96,250
CONVEYANCE		1,600	19,200
EDUCATION		200	2,400
BONUS (STATUTORY)		1,750	21,000
SPECIAL ALLOWANCE		15,649	1,87,791
	Sub Total (A) :	43,262	5,19,141
(B) Annual Benefits :			
PROVIDENT FUND			21,600
	Sub Total (B) :		21,600
(C) Other Benefits :			
GRATUITY**			9,259
	Sub Total (C) :		9,259
	Cost To Company (A+B+C+D) :		5,50,000

- Based on Company Policy, TDS, as applicable, will be deducted at source.

- Company makes no commitment regarding the taxability or otherwise for any of the components of salary and perks which can vary from time to time, based on prevailing tax laws and on basis of which tax will be deducted at source

** Gratuity will be paid as per the provisions of The Payment of Gratuity Act, 1972

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

– 52

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

FACILE

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Fri, Apr 29, 2022 at 5:08 PM
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.
[Quoted text hidden]
--
Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835

FACILE

133

52

Dear **Rushikesh Thakare** **13th May 2022**

Sub: Offer Letter

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us we are very pleased to offer you the position as **"Junior Software Engineer"** in our organization at an **Annual CTC 3,50,000/- (Three Lakh and Fifty Thousand only).**

You would be on a **Probation Period** of **06** months effective from your date of joining.

Performance Incentive:
The **Annual CTC** includes a **Performance Incentive** of **INR 30,000/-** per annum **(Thirty Thousand only)** payable on **completion of 01 year continuous service with us.** The Company may, at its sole discretion, provide any additional incentives to you, linked to your performance and depending on the Company's financial performance, in the form and manner determined by the Company ("Performance Incentive"). You shall be entitled to such Performance Incentive, if granted, if eligible and only if you are in the regular employment of the Company (i.e. the Letter is subsisting or no notice of termination either voluntary or otherwise has been served either by you or the Company) on the date when the Performance Incentive is due and payable to you. You will be paid incentive by the Company as per the policy formulated by the Company in this regard. The incentives payouts are subject to changes/revisions at the sole discretion of the management.

Retention Bonus:
No Retention Bonus.

You are required to submit the following documents (photocopy) at the time of joining us:
- Proof of identification - photocopy of Election card/PAN card
- Proof of Address (current and Permanent both)
- Photocopy of passport/Ration card/Driving/License/Lease Agreement)
- All Educational certificates (School & College).
- All Professional certificates/relevant documents.
- Last drawn salary slip from the previous organization.
- Clearance/No Dues Certificate/Resignation Acceptance Letter from previous employer, if applicable.
- Latest Form 16 (if you are an IT assessed)
- Two passport size photographs (white background ONLY)

Please bring your original documents at the time of joining for the verification purpose and submit a copy of the Resignation Letter from your previous employer within one (01) week from the issue of this Offer letter. If we do not receive offer acceptance within 03 working days your offer stands cancelled.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar

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

FACILE

You are required to join us on or before **16th May 2022 at 01:00 pm** at our **Pune** office, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Look forward to a long & meaningful association with you.

Thanking you

For Facile Info-Serv Pvt Ltd.

FACILE INFO-SERV PRIVATE LIMITED

Deepak Shanti Vairat

Senior Manager - Human Resources

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

(53)

Gmail 134 Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Vishal Suresh Yadav

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:15 AM
To: vy5068@gmail.com
Cc: placements@dypimca.ac.in

Dear Vishal Suresh Yadav,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

134

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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

SS

eClerx

Internship Offer

Date: 10-Jun- 2021

Dear Saurabh Rathod,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune**.

Your internship will begin on 15th June, 2021 and will extend to 14th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

Andrews Simon
Associate Principal – Human Resources

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Accepted By

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

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 705, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph. +91 (022) 6614 8301 | Fax. +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

56

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

148

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nirmala

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

Gmail

150

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalai@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Ameeralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385461	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke006@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764932411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEUHRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thirmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (CS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (CS/HRS23-IN)" <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL8

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

57

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Ankita Pravin Gaud

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 10:23 AM
To: ankitagaud1999@gmail.com
Cc: placements@dypimca.ac.in

Dear Ankita Pravin Gaud,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

150

Gmail

152

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, **Kumar M Sathish (GS/HRS23-IN)** <Sathish.KumarM@bosch.com>, **Mubina A Khan (GS/HRS23-IN)** <MubinaKhabeer.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar 152	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade565@gmail.com	8007340217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4569@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384901	Aniket J Uke	Male	aniketuke086@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385491	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thirmaah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

59

eClerx

Internship Offer

Date: 10-Jun- 2021

Dear Shweta Gadge,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune**.

Your internship will begin on 15th June, 2021 and will extend to 14th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

Andrews Simon
Associate Principal – Human Resources

Accepted By

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

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 9655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Baresod	Female	diptibaresod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Shanalchandra Zad	Female	gayatrizad97@gmail.com	9767373356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218992884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhaloon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNeml.6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Archana Balaji Mule

1 message

HR Department <hrd@mobiloitte.com>
To: archanabmule@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:05 AM

Dear Archana Balaji Mule,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOIHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtIHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

156

158

61

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

28 June 2022

OFFER LETTER

Dear **Darshana**,

Thank you for exploring career opportunities with Intelliswift Software India Pvt. Ltd. With reference to the interviews, you had with us, it gives us pleased to offer you the position of **Campus Associate - Software** effective from **04 July 2022** at our **Pune** office on the following terms & conditions:

- This letter is valid for a period of three days from the date mentioned in this offer. You are requested to confirm this offer before the expiry of 3 days from the date mentioned in this letter as a token of acceptance of this offer.
- You are required to submit the accepted signed copy of your relieving letter and/or accepted resignation email from your present employer within 3 days from the date mentioned in this offer.
- Your remuneration will be ₹ **450000** (Indian Rupees Four Lakhs Fifty Thousand Only) per annum as the Cost to Company. The breakup of the CTC structure will be as per the Annexure – I enclosed herewith. All payments are subject to deductions as per the provisions under various State Government and Central Government enactments.
- Your employment will be confirmed effective from your date of joining and the notice period will be of 3 months.
- You will be bound by the terms & conditions of the employment agreement, company policy, rules regulations, standing orders in force, and your service conditions framed by the company from time to time.
- This offer is based on your profile, relevant work experience, and performance in the selection process. If any information given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or payment in lieu of notice.
- Your employment with the Company is conditional upon and subject to the positive completion of a background check, and approval thereof by the Company, in its sole discretion.
- Further, please note that this Offer Letter is a non-binding conditional offer letter and becomes binding upon issuance and acceptance of the final Appointment Letter by you.

Yours Sincerely
FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Amit Chilka

Name: Amit Chilka
Title: Senior Director – Human Resource

I accept the terms and conditions of this offer letter in totality.
Name: Darshana Bhave

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

ANNEXURE I

Computation of CTC 2022		
EMP_FIRST NAME	*Darshana*	
EMP_LAST NAME	*Bhave*	
DESIGNATION	*Campus Associate - Software*	
LOCATION	*Pune*	
STATE	*Maharashtra*	
ANNUAL CTC for PAYROLL		*₹ 450000*
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	*₹ 18,750*	*₹ 2,25,000*
HRA	*₹ 9,375*	*₹ 1,12,500*
INTELLISWIFT BENEFITS PLAN	*₹ 5,614*	*₹ 67,368*
GROSS SALARY [A]	***₹ 34,799***	***₹ 4,17,588***
COMPANY'S CONTRIBUTION TO PF (12%)	*₹ 1,800*	*₹ 21,600*
GRATUITY	*₹ 901*	*₹ 10,812*
TOTAL DEDUCTIONS - EMPLOYER [B]	***₹ 2,701***	***₹ 32,412***
TOTAL CTC [A+B]	***₹ 37,500***	***₹ 4,50,000***
COST TO COMPANY (CTC)		***₹ 4,50,000***

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.
- The offer is valid only if you clear the exam.

K.Nimade

DIRECTOR

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

intelliswift

Intelliswift Software India Pvt. Ltd.

Cerebrum IT Park, Building B-1, 3rd Floor,
Marigold Complex, Kalyani Nagar, Pune – 411014.

+91 20 49138009
www.intelliswift.com

All Payments, like Salaries, Perquisites, Reimbursements, Incentives, Bonuses, and Commissions are all subject to the Provisions of Tax Laws.
The mentioned Cost to Company is effective from your date of joining and the Net salary will solely depend on your investments and other statutory withholdings according to the Tax Laws.

Intelliswift Benefits Plan:

- Under this head you can claim Food Allowance, LTA, Children's Education Allowance, Mobile / Internet Allowance, Books and Periodicals, and Professional Development Allowance.
- All permissible expenses claimed under this head are exempt from tax.
- This component will be paid to you as a monthly taxable component if it's not declared and adequate bills are not submitted.

As a part of the onboarding process, please send the scan copy of the below documents ASAP:

Personal Data:

- Resume
- Passport
- PAN card- in case of non-availability of PAN, photocopy of application.
- ID Proof - Voter ID Card / Aadhar Card / Any Other Govt Approved ID Proof
- Address Proof - Rent agreement copy / Electricity Bill / Ration Card / Telephone Bill etc. (Except driver's license)
- Mark Sheets and Certificate of X, XII, Final year, latest qualification.
- Mark sheets for all semesters during Graduation & Post Graduation
- Mark sheets and Certificates of Diploma(s)
- Mark sheets and Certificates of any training(s) attended
- Any other additional diplomas/certificates (Mark-sheets)
- 5 Photographs (Passport size)
- Personal Bank cheque and Bank Statement (HDFC OR Non- HDFC)

Previous Employment Record:

- Offer / Appointment / Confirmation Letter from all previous employer(s)
- Appraisal Letter from all previous employer(s)
- Relieving Letter and Work Experience Certificate from all previous employer(s)
- Copy of the resignation letter of your previous employer(s)
- Salary slips / certificate / bank statement (Last 3 months) from the last employer

K. Nimbalkar

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

eClerx

159

62

Internship Offer

Date: 10-Jun- 2021

Dear Somnath Thorat,

We are pleased to extend you this offer of Internship in our organization for 12 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune**.

Your internship will begin on 15th June, 2021 and will extend to 14th June, 2022.

You will be paid a stipend of **INR 15000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that company may terminate your internship at any time, with or without cause and with or without notice.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Regards,

Andrews Simon
Associate Principal – Human Resources

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

Accepted By

(Candidate Name)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708. Maharashtra. India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai – 400 023. Maharashtra. India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

63

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Selected students in Posit Source internship recruitment drive 2021-2022

2 messages

Prajakta Wagh <prajakta@positsource.com> Fri, Oct 8, 2021 at 9:14 PM
To: Rahul Chaudhari - TPO <placements@dypimca.ac.in>
Cc: Ishwar Sutar <ishwar@positsource.com>, Sonal Nimbalkar <hr@positsource.com>

Hello TPO

We at Posit Source Technologies Pvt Ltd. are glad to inform you that we have selected 2 students of MCA from D Y Patil college (DYPIMCAM) as an intern.

Here are the name of students that we have selected:

1. Sonali Kathar 161
2. Suyog kulkarni

The recruitment process was held at Posit Source Technologies on 08th Oct 2021.

The full-time internship will start in the first week of January 2022.

Please make sure that these students are not allowed to appear for any other recruitment drive held inside or outside of the college campus.

Thanks and Regards,
Prajakta Wagh
HR, Posit Source Technologies Pvt. Ltd.
Contact No.: +91 9763329411
Email Id: prajakta@positsource.com

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Sat, Oct 9, 2021 at 11:05 AM
To: Prajakta Wagh <prajakta@positsource.com>

Dear mam,
Greetings of the day!

I am very much thank ful for giving this opportunity to my students.
I will assure that selected students will not appear for the another campus Drive.

Thank you.
[Quoted text hidden]

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

164

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwarallikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmola14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanamule@gmail.com	8208723656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4566@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresona97@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar58@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students were available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042655
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

165 GS

JATO

JATO Dynamics India Private Limited
207, 2nd Floor
Time Tower
MG Road
Gurugram
Haryana-122002
India

T +91 (0124) 435 6456
mca.enquiries@jato.com
www.jato.com/india

Ms Supriya Hemant Kulkarni
B25, 'Durvankur'
Ayodhya Vihar near Ravikiran Colony
Amravati
444607

30 March 2022

Subject: Offer Letter

Dear Supriya,

On behalf of JATO Dynamics India Private Limited (herein after referred to as "Company" in this letter), I am pleased to offer you employment with us as **Data Specialist** commencing on **11 April 2022.**

Please review summary of terms and conditions for your anticipated employment with us. If you accept this offer, your start date will be **11 April 2022.** However, date of your actual joining with the Company shall be your date of appointment.

Subject to provisions of Haryana Shops & Establishments Act and other applicable labor laws, your employment shall be governed by terms and conditions listed herein below:

Nature of Engagement:

Employment offered hereof is purely "salaried employment" and your relationship with the Company would be in the nature of "employee and employer".

Your job description outlining the responsibilities of the role will be shared with you as part of the induction process. The description may change/be revised from time to time in line with business changes by the Company. Any such changes will be communicated to you.

You will be home based. However, the Company may require you to carry out your duties on a temporary basis at other locations within India as the needs of the business reasonably require. You may also, from time to time, be required to travel to and work from other premises, including but not limited to, premises of JATO, its customers and suppliers, either in India or abroad, whether inside or outside normal working hours.

This offer of employment is a conditional offer because it is subject to you meeting the following parameters:

1. Receipt of a satisfactory report[1] against your standard background check and reference check with 2 references from your current and former employers and verification of your credentials, submitted by you during your interview process with the Company for the aforesaid role.
2. You are joining the Company on the date of joining mentioned in this letter or any such mutually agreed date.
3. Receipt of a copy of your resignation letter/email, resignation letter/email acknowledged by your current or previous employer or a relieving letter, on or before your joining date with us.
4. Receipt of a copy of your Passport and PAN[2] card by us.
5. Copies of your latest academic qualification documents (highest qualifications).

The other details of this offer of employment are as follows:

1. **Compensation**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and [illegible]
Akurdi, Pune

[1] Clear report without any discrepancy or areas of concerns that may be seen as a challenge by the Company to employ you.
2 PAN-Permanent Account Number issued by the Department of Income Tax of India

INVESTORS IN PEOPLE
We invest in people Gold

Our Knowledge is Your Power
Registered in England No. 1234567
Registered Office: 1 Main Road
Patent No. 1234567

JATO Dynamics India Private Limited
207, 2nd Floor
Time Tower
MG Road
Gurugram
Haryana-122002
India

T +91 (0124) 436 6456

mdi.enquiries@jato.com

www.jato.com/india

- Your fixed Cost to the Company (CTC) will be **INR 420,000** per annum which equates to a monthly pay of **INR 35,000** prior to deduction of Income tax and other statutory payments[3], as applicable. After joining, you will have the opportunity to discuss with our payroll provider your CTC and structure your salary package in the most tax efficient method as per the Company's policy.

2. Benefits

As part of this employment offer, you will be eligible for the following benefits:

- In line with the Company's leave policy, you will be entitled to Earned Leave of 1.5 days per month (18 days per annum), 7 Casual Leaves per annum and Company declared public holidays. An allocation of up to 7 additional leaves also exists where sickness results in your inability to attend work. Conditions apply in line with the Company policy.
- You will be eligible to participate in the Provident Fund scheme as per *The Employees Provident Fund and Miscellaneous Provisions Act 1952*. As per the scheme, your cost to company will be inclusive of both Employee and Employer contributions to Provident Fund, basis your declaration on the date of joining.
- You will be covered under a Medical/Health Insurance Plan as per the Company's policy for yourself. You will be enrolled under this plan, upon joining the Company.
- You will also be covered under a Term Life Insurance Plan and Personal Accidental Policy as per the Company's policy and you will be enrolled under these policies upon joining the Company.
- Your salary package will be structured in the most tax efficient method as per the Company's policy.
- You will be provided with the necessary office equipment as per the Company's policy to perform your role effectively.

3. Probation and Termination

- You will be on Probation for a period of 6 (six) months starting from your date of joining with the Company. During the probation period, you or the Company shall be entitled to terminate your employment at any time by giving 15 (fifteen) days' or the number of days equivalent of the statutory limit defined by the relevant legislation, (whichever is higher) notice in writing.
  The Company or you also have an option to pay 15 (fifteen) days of gross salary or an amount equivalent of statutory limit defined by the relevant legislation (whichever is higher) in lieu of notice.
- Post probation (upon confirmation), both, you and the Company will be bound by a notice period of 1 (One) month towards termination of your employment

4. Confidentiality Agreement

- As a condition of your employment, you may be required to sign documents pertaining to Confidentiality with the Company. Company uses these documents to protect its assets for its shareholders.

5. Non-Competition Agreement with Prior Employer(s)

- You have represented to the Company and it is a condition of this offer that you are not bound by any agreement or understanding, or other arrangement whether with a former employer or any other person, that would in any way restrict or prevent you from soliciting or performing any services for the Company.

6. Additional Terms

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

JATO Dynamics India Private Limited
207, 2nd Floor
Time Tower
MG Road
Gurugram
Haryana 122002
India

T +91 (0124) 436 6456
india.enquiries@jato.com
www.jato.com/india

- Your employment with the Company is contingent upon submission and review of documents that verify your eligibility for employment in India. This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the Company during the interview process.

Please note that this is an Offer Letter. Formal employment agreement outlining detailed terms of your employment will be shared with you separately.

Please sign a copy of this letter confirming your acceptance and return it to us for office records.

We wish you every success in your new position and are delighted to have you join the JATO.

Yours sincerely,

Paulo Clemente
Head of Human Resources
JATO Dynamics India Private Limited

Acknowledgement by Supriya Hemant Kulkarni

Signature:

Name: Supriya Kulkarni

Date: 1st April,2022

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

INVESTORS IN PEOPLE
We invest in people Gold

66

Gmail

166

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

HI all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi 166
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed This selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmola14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad07@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606355	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade963@gmail.com	8007740217	MCA	Computer Application

CAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	[illegible]alika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tola	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran6@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thirmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (CS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (CS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0[illegible]

Gmail

166

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thinnaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, **Kumar M Sathish** (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, **Mubina A Khan** (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, **Mrs. Sandhya Ingale** <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8007748217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4509@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405219064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telegayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540645	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsumsonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thirmeshi@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (CS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (CS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Ghanshyam Shaligram Vairalkar

2 messages

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:06 AM
To: vairalkarg2015@gmail.com
Cc: placements@dypimca.ac.in

Dear Ghanshyam Shaligram Vairalkar,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Thanks & Regards
HRD Mobiloitte

Ghanshyam Vairalkar <vairalkarg2015@gmail.com> Fri, Apr 15, 2022 at 8:35 PM
To: HR Department <hrd@mobiloitte.com>
Cc: Rahul Chaudhari - TPO <placements@dypimca.ac.in>

I accept the offer.
[Quoted text hidden]

168

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Selected students in Posit Source internship recruitment drive 2021-2022

2 messages

Prajakta Wagh <prajakta@positsource.com> Fri, Oct 8, 2021 at 9:14 PM
To: Rahul Chaudhari - TPO <placements@dypimca.ac.in>
Cc: Ishwar Sutar <ishwar@positsource.com>, Sonal Nimbalkar <hr@positsource.com>

Hello TPO

We at Posit Source Technologies Pvt Ltd. are glad to inform you that we have selected 2 students of MCA from D Y Patil college (DYPIMCAM) as an intern.

Here are the name of students that we have selected:

1. Sonali Kathar
2. Suyog kulkarni 169

The recruitment process was held at Posit Source Technologies on 08th Oct 2021.

The full-time internship will start in the first week of January 2022.

Please make sure that these students are not allowed to appear for any other recruitment drive held inside or outside of the college campus.

Thanks and Regards,
Prajakta Wagh
HR, Posit Source Technologies Pvt. Ltd.
Contact No.: +91 9763329411
Email Id: prajakta@positsource.com

Rahul Chaudhari - TPO <placements@dypimca.ac.in> Sat, Oct 9, 2021 at 11:05 AM
To: Prajakta Wagh <prajakta@positsource.com>

Dear mam,
Greetings of the day!

I am very much thank ful for giving this opportunity to my students.
I will assure that selected students will not appear for the another campus Drive.

Thank you.
[Quoted text hidden]

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

69

Gmail

170

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

70

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

172

14-Mar-2022

Harsh Ghanshyam Adwani

C10905440

10 Lake Homes Apt, mehrun lake, shirsoli road, Jalgaon

Subject: Offer of Employment ("Offer")

Dear **Harsh,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12

Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.asc@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module – Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

Dec-2021

Candidate's Signature

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to http://indiacampus.accenture.com/myacne/accenture/auth/login.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale

Senior Managing Director
Lead, Advanced Technology Centers, India

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

ACKNOWLEDGED AND AGREED:

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

Harsh Ghanshyam Adwani

Date: 24/03/2022

Candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A)Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B)Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Dec 2021 Candidate's Signature

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

DIRECTOR

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

Akurdi, Pune-411 044

*As defined by applicable law from time to time.

Benefits applicable for current Company Financial year:

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for following benefits, which will be governed by Company policy:

1. Medical Insurance for self, spouse and 2 dependent children up to INR 300000 - per annum.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and siblings up to INR 1000000/- & any additional child up to INR 500000 - under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 1000000/-. The entire premium for this will have to be borne by you. These plan allow for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under :
      - 10% of such claims for self, spouse and 2 dependent children.
      - 20% of such claims for parents, parents in-law, siblings, and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
   a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with a minimum cover of INR 500000/-.
   You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. Gratuity as per The Payment of Gratuity Act, 1972.
5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.
   Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

In addition to the above, you will also be eligible for the following benefits:

1. *(C)Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of one (1) year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your settlement to the extent possible.

Dec 2021 | Candidate's Signature: _____

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

K. Nimbalkar

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

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

 Candidate's Signature _____

ANNEXURE 2

Mandatory documentation at the time of onboarding:

- Two copies of your recent passport size photographs.
- Original & Copy of X, XII and all semester mark sheets of PG / UG Degrees.
- Original & Copy of Degree/PG/Diploma (as applicable) certificates.
- Pan Card
- Passport copy , if available (if not please apply immediately)
- Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

  Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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

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

Candidate's Signature _____

eClerx

71

Date: March 23, 2022

173

Mr. Tushar Jaykar Yadav

Skillate ID : 4207683

A/P - Vihe(Vasahat), Tal - Patan, Satara, Karad
Maharashtra, 415114

Offer Letter

Dear **Tushar,**

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Digital Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune.**
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **March 24, 2022 .**
5. Your Cost to the Company will be **INR 635,952** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
10. Successful completion of these training and probation period is critical for confirmation of your employment.
11. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
12. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
13. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
14. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:
    You will be required to submit, the following set of documents within five working days from the date of this letter being issued to you.

    a. Four passport size color photographs.

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of C
Applications and Managem
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

b. One set of photocopies of all certificates and mark sheets along with the originals for verification.
c. One photocopy of appointment letter and last three months' salary slips from the current employer along with originals for verification (Applicable if currently employed).
d. One photocopy of appointment letter and experience certificate / relieving letter from all the previous employers along with originals for verification (Applicable if worked with more than one organization).
e. One photocopy of Pan Card. If Pan Card not available, candidate must apply for it and bring the acknowledgement copy.
f. One photocopy of passport / driving license etc. for photo ID.
g. One photocopy of telephone bill / ration card, gas connection bill, etc. for proof of address.
h. One photocopy of experience certificate / relieving letter from the current employer along with originals for verification (Applicable if currently employed) within three working days from the date of joining.

15. In the initial recruitment process you were advised that this position is considered 'critical' and, therefore, your appointment is contingent upon successful completion of a background check, documents submitted by you are sent for necessary verification and authentication to the background verification agency.
16. Clauses

You will be required to report on the said date, or you are required to inform the HR at least 15 days before the agreed joining date, failing this, the offer shall stand withdrawn automatically, without any further intimation to you.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

eClerx

Terms of your employment are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organisation.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

We welcome you to the eClerx family and wish you a successful career with us.

Yours Truly,

Accepted By

For eClerx Services

Tushar Yadav

Andrews Simon
Associate Principal – Human Resources

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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

eClerx

Annexure I

Name: Tushar Yadav
Designation: Senior Analyst
Date of Joining: March 24, 2022

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	24,535	294,420
House Rent Allowance	12,268	147,216
Leave Travel Allowance	2,045	24,540
Other Allowance	5,622	67,464
Bonus	2,800	33,600
Monthly Fixed Compensation	**47,270**	**567,240**
Retiral Fund	1,800	21,600
Monthly Total Compensation	**49,070**	**588,840**
Annual Total Compensation		**588,840**
Performance Bonus	3,926	47,112
Cost To Company	-	**635,952**
Gratuity	-	14,162
Total Cost To Company	-	**650,114**

- **Since you are enrolled under the Employees" Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer"s contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation.**

Other Benefits:

1. You are eligible for reimbursement of expenses incurred towards fuel up to a limit of INR 1,800 per month for a car up to 1600 CC engine or INR 2,400 for a more than 1600CC engine and driver salary of INR 900 per month. This reimbursement is part of other allowance mentioned in the above table.
2. Tax benefit on LTA can be availed by submitting the flight or train tickets, depending on the mode of travel during your leave period which should exceed three days in a stretch. To avail 100% tax benefit on LTA, one can claim LTA twice in window period of four years.
3. You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
4. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
5. Additional tax benefits can be availed by subscribing to Provident Fund, National Pension Scheme and Sodexo Coupons.
6. A comprehensive Hospitalization Benefit will be available for you and your family, including pre-existing disease cover. The limit of coverage is INR.2,00,000
7. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
8. Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
9. In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to the Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:

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

D.Y. Patil Institute of MCA & Management, Pune 411 044

eClerx

Mumbai and Pune Location - candidateexperience_eclerx@eclerx.com or contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

Chandigarh Location - Recruitment_Managers@eclerx.com or contact, for Customer Operations and for APM+ contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

I have read and understood all the above mentioned points and accept the offer.

Offered By: Andrews Simon
Designation: Associate Principal– Human Resources

Accepted by: _____
Date:_____

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

175 72

CYBERSCRIPT
IT SOLUTIONS PVT. LTD.

CIN: U72200PN2017PTC172243

OFFER LETTER

To,
Mr. Vaibhav Subhash Khare,

Date: 01-08-2022

Current Address:
Flat No.5, Block No. 19,
Ganga Village Society,
Udyog Nagar,
Hadapsar, Pune 411028.

Permanent Address:
At. Post Kali Dau,
Tal Mahagaon,
Yavatmal-445204

Dear Vaibhav,
This refers to your application & subsequent interview as on 29th July, 2022, we are pleased to appoint you as "Software Developer" as per the terms discussed & agreed upon. Your salary will be Rs. 1,20,000 /per annum (Inclusive of mobile expense & local conveyance.) subject to statutory deductions as applicable from time to time.

You will be on probation for a period of **Three Months** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after two months, this order will continue in operation and the probation period will stand extended automatically till further notice.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed, and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of **Rs.1,20,000/-** subject to tax and otherstatutory deductions.

Please submit the following documents to HR at the time of your joining:

Your employment will be governed by the following terms and conditions:

(1) photocopies of your degree certificates;

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-44

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

(2) Certifications, if any,
Experience/ relieving letters (if Applicable),Two passport-size color photo.

(3) Latest salary slips of last three months from your previous organization (if Applicable)

(4) Proof of address. We look forward to welcome you aboard.

1. *Monthly Gross Salary*

You will be paid a monthly gross salary of **Rs. 10,000/- (Ten Thousand only)** per month.

2. *Working Hours*

Your working hours will be **9.30 am to 6:30 pm** as per the current company policy.The company observes a **6-day work week.** Work duration should be at least 8.30 hours including one lunch break of 30 minutes and a tea break of 15 minutes.

3. *Salary Increase*

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

4. *Leave*

You will be governed by the current Leave Policy of the company for permanent employees.

Guidelines for Sick Leave (SL):

Every employee is entitled to leave with wages on the ground of any sickness or accident. However, please follow the following rules while availing sick leaves. The sick leaves are as per state legislation.

- SL can be availed only towards personal illness, injury of self and medical tests /Checkups
- For leave up to 2 consecutive days employees are required to submit their leave application to their immediate manager via email.
- For leave more than 2 consecutive days employees are required to submit their leave application to HR along with a medical certificate by a registered hospital/clinic/Medical practitioner
- Company shall verify the documents and reserves right to approve / reject the leave application
- Any false documentation submitted as supporting for sick leave will be considered as sufficient ground for disciplinary action against employee
- Unutilized SL will lapse at the end of the year and cannot be carried forward.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

5. *Travel*
You are required to undertake travel for Company work, Meetings or Support calls as and when required.

6. *Responsibilities*
In view of your office, you must effectively perform to ensure results. Your performancewould be reviewed as per the Company's Performance Management System.

7. *Notice Period*
On confirmation, this appointment may be terminated by either side by giving **Three months'** notice. In case where you want to discontinue your employment, you will have to give three months' notice in writing to the company of your intensions to do so.

8. *Conflict of Interest*
You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 18 months in the event of cessation of your employment with the Company.
During the course of your employment with our company or at any time thereafter youwill not disclose any person, firm, or company any information, papers, documents, data, confidential information or otherwise, concerning the affairs of the company and particularly information about the business processes, business ideas, software development ideas, administrative matters of the company etc. that will be coming to your knowledge and will observe complete secrecy in respect thereof.

9. *Confidential Information*
You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

K.Nimbalkar

10. *Contract/Bond with Previous Employers.*
It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

11. *Contract/Bond with Cyberscript*
As agreed, upon, this offer letter shall also be considered as a contract between **Mr. Vaibhav Subhash Khare,** hereinafter referred to as the Employee AND **Cyberscript IT Solutions Pvt. Ltd** hereinafter referred to as the Employer. Employee agrees to continue working with employer for the next 15 months.

Out of which first three months will be probation period. You position will be confirmed after successful completion of your probation period and performance review by your reporting manager. In case of early exit / termination of this contract by the employee, the employee should pay his/her two month's salary to the employer.

12. On termination

On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

13. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subjectto amendments and adjustments from time to time.

This Letter of Appointment is subject to proven correctness and truthfulness of the information & documents submitted by you, which may be cancelled / withdrawn on any negative results.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the **Cyberscript IT Solutions Pvt. Ltd.** family and trust we will have a long and mutually rewarding association.

Sincerely,

I confirm acceptance of the Appointment and also terms and conditions

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

HR Admin
Cyberscript IT Solutions Pvt. Ltd.

Vaibhav Khare

73

Proceed Technologies

Date: 19-09-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Himani Upreti is a student** of MCA final year, DY. Patil College of MCA, Akurdi-Pune has partially completed a project titled "Old Age Home Management System" in the internship program from 18 May 2022 to till date at the Pune branch of our organization.

During the internship program with us she was hardworking, punctual and dedicated.

We thank her for her contribution and wish her success in her future endeavors.

For Proceed Technologies Pvt. Ltd.

PROCEED TECHNOLOGIES PVT. LTD. PUNE

Director
Sameer Laghate

53

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Proceed Technologies Pvt. Ltd.
1F Prathamesh, Mohan Nagar, Baner, Pune 411045

73

176

saama

Great Place to Work Certified

Great Place to Work Certified

Ref: 5901
Date: 4th March 2022

(Confidential)

Himani Upreti
Pune

Sub: - Offer Letter

Dear Himani,

We are pleased to extend an offer of employment to you with us, one of the largest pure-play data science solutions and services company, Saama Technologies (India) Pvt. Ltd. (The Company).

We loved knowing about you and felt that you can be a great addition to the team. Considering our conversations and your fitment, you are offered the role of **"Associate Software Engineer"** at **"P1" Level.**

The terms & conditions of the Employment offer are as follows:

1. **Date And Location of Commencement:**

   a) **Date of Joining:** Your employment with the company shall commence not later than 7th **March 2022.**
   b) **Location of Joining:** Your joining location will be **Pune- Saama Technologies** , IT -8, 10th Floor, Blue-Ridge Township, Near Rajiv Gandhi InfoTech Park-Phase-I, Hinjewadi, Pune 411 057

2. **Compensation:**

   Your total salary expressed as Cost to Company **(CTC)** will be **INR. 4,20,000/- per annum.** The components of your salary structure are detailed out in Annexure A.

   a) Your compensation consists of Basic Salary, House Rent Allowance, Transport Allowance, and Medical Reimbursement, Joining Bonus and Retention Bonus and other allowances as per Company's prevailing policies. PF, Gratuity and Income Tax deductions will be made from your compensation, as per statutory compliances. Your compensation is confidential and shall not be discussed or disclosed to anyone within or outside the company without the prior written permission from the company.
   b) The total annual compensation may include a certain variable component which is based on overall company performance, the group/divisional performance and individual performance and will be announced separately. The amount mentioned in the annexure is the average possible quantum.

3. **Service Agreement:**

   The Employee, as part of the consideration for the training efforts and costs involved, agreed for not leaving the services of the company for a minimum period of **Three years** from the date of his/her joining. The Employer has full rights to terminate the employee from his/her service due to any violation actions, low performance, misconduct by giving notice as per the clause no. 8

   The Employee agrees that during the Employment Period he/she shall devote his/her full business time to the business affairs of the Company and shall perform his/her duties faithfully and efficiently subject to the direction of them management team of the Company.

   In case, The Employee for any reason leaves the services of the Company before the signed period of Three years from the date of joining, then he/she shall forthwith pay a sum of **Joining bonus and retention bonus paid by company for one year and six months (or as per the calculation done by company)** being the amortization of the cost of training to the Company.

   Further you will be required to serve [illegible] one month notice while on probation and three months' notice on regularization after successful completion of probation, or pay salary [illegible]

DIRECTOR

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

pay) in lieu thereof in addition to fulfilling the obligation stipulated in the clause no. 8

You undertake not to dispute the amount, and shall pay the amount, before requesting for formal relieving from the organization & at the same time organization has full right to initiate appropriate legal proceedings against you in case of breach of this employment agreement.

4. **Leaves and Holidays:**

Saama believes in that associate should never run out of leaves. Hence, you will be eligible for 21 paid leaves in a year. In addition to that, you will be also eligible for additional leaves whenever needed like Study Leaves, Emergency Support Leaves, Bereavement Leaves and also we have leave donation and leave in advance policy. You will also be eligible for 10 Holidays as per prevailing Company's Rules and public holidays as declared by the Company.

5. **Salary Review:**

Your salary reviews and re-fitments will always be subjected to the schedules as may be implemented by the company from time to time. Your annual increments will be based on Companies performance, your performance and existing market conditions. Your next salary review will be at the completion of your 1st year and 2nd year from your date of joining and post that it will follow the company's review cycle.

6. **Location:**

Your services are liable to be transferred to any other establishment, office, branch, department of the Company or subsidiary, associate or affiliate of the Company in India or abroad/existing or to be established - at a later date- at the discretion of the Company. In the event of your transfer to any other establishment, office, branch, department of the Company or subsidiary, associate or affiliate of the Company in India or abroad/existing or to be established - at a later date- , your remuneration and emoluments will not be adversely affected. However, you will be governed by the rules and regulations of service applicable to the new assignment or prevailing in those establishments/offices/branches/departments

7. **Confirmation:**

You will be on Probation for the period for 6 months; during this period the Company will progressively assess your performance. After successful completion of that, you will be treated as a full time permanent employee from the date of joining. If the employee is deemed unsuitable while on the probationary period, employee may be terminated by giving a notice of 30 days.If an employee wishes to terminate employment during the probationary period, then employee needs to abide by the notice period mentioned in point 8 of this letter.

8. **Separation :**

If you wish to resign from the services of the company, you may do so by giving a pre-defined notice period in writing. The notice period for Delivery and Engineering Team is 90 days' and the notice period for Support Functions is 60 days. You can also make payment in lieu of serving the notice period equivalent to your notice period provided you do not have any business dependency.

Similarly, the Company may terminate your services either by giving the respective notice period in writing or payment in lieu of serving the notice period equivalent to your notice period.
Should you leave the Company's service without notice, you will be liable to pay to the Company a sum equivalent to your notice period's consolidated salary and also be liable to be sued for damages. The company reserves the right to decide upon the early relieving date without any compensation or obligation whatsoever. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
If at any time you are found guilty of misconduct or if your performance or conduct is not satisfactory, your services are liable to be terminated without notice or without payment in lieu of notice. The decision of the company shall be final and binding on you.

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

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

On termination or acceptance of the separation notice, you shall immediately, before you are relieved, hand over the papers, documents, keys, all software's, correspondence, specifications, books, data, drawings and any other belongings of the company as part of separation formalities and shall not make or retain any copies of these items.

In case if you leave within One Year, the additional amount paid to you other than CTC (like Joining Bonus, Retention Bonus, and Relocation Bonus etc) will be recovered from your Full and Final Settlement as per agreement.

9. **Working Hours:**

The normal working hours of the company are from Monday - Friday (8.30 AM to 5.30 PM). However your working hours may vary according to the operational needs of different clients and projects and you may be required to work in shifts, the details of which will be provided to you in advance. The Company reserves the right to amend hours of work as necessary to meet the requirements of the business and you hereby agree to the same. You should be flexible to work in shifts as required by the company.

10. **Confidentiality :**

During your employment with the company, you shall not engage in any of the following activities. Breach of any of these rules will call for immediate termination without any notice or compensation or obligation whatsoever besides which legal action as deemed necessary

a) You shall fully devote your time to the work of the company and shall promote its interest.
b) You shall not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade, business, during the employment with the Company without permission in writing of the Directors of the Company.
c) You shall not act or indulge in any activity harmful to the interest of the company or its business, or its reputation.
d) The records and information of the company in respect to its development processes, trade secrets and dealings with the customer accounts and business transactions which may come to your knowledge shall not be divulged to any one without prior consent/sanction in writing.
e) During the employment with the company, you shall not engage in or be concerned with or be interested in any business or profession other than your employment with the company.
f) You shall at all times conduct yourself in a manner befitting your position and show civility and strictly obey and carry out all lawful orders and instructions of persons placed by the company in authority over you.
g) You are required to sign an Intellectual Property, Non-Disclosure and Confidentiality Agreement effective from the date of joining. The employee shall ensure that all proprietary and confidential information, documents, literature, and invention made or obtained during his/her tenure with the Company shall not be utilized by him/her for an indefinite period to undermine the interests of the Company.
h) It is agreed that during the period of the employment, there under, and for Two years following the termination of your employment for any reason, you shall not directly or indirectly provide any services to any of Saama's client or to any other Company doing similar business without written consent from the company. You further agree that you will not solicit or entertain offers from any of the existing or former clients of Saama, whether for yourself or on behalf of any other entity or in any manner attempt to induce any of the clients of Saama withdraw their business from Saama. You further agree that you will not solicit any Saama employee or Consultant to terminate their contractual agreements with Saama.
i) Both the parties hereby agree and confer jurisdiction of the courts situated at Pune city for resolving any disputes or instituting any suit or proceedings for the disputes arising out of this Agreement.
j) This letter of employment has been issued to you on the basis of the information furnished by you about yourself in your resume. If any of the details and information furnished in your resume is found to be incorrect, or if it is found that you have concealed or withheld any essential details, your employment is liable to be terminated without any notice.
k) The employment is subject to satisfactory reference and the same shall be withdrawn in case of

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

adverse references

l) The above terms and conditions are subject to Company's Service Rules and Regulations. You may refer to the Company' Rules and Regulations available in the Employee Handbook for all the other details and seeks clarifications, if necessary with Head HCM for all the HR related matters.

11. Advance Payments Recovery Clause:

Amount paid in terms of Joining Bonus, Retention Bonus, Relocation Bonus, Accommodation is treated as an advance payment and nullified at the year end from the date of joining. However if the employee who has availed above benefits, resigns from the Company within 3 years from their date of joining, the amount paid towards advance payment will be recovered for the last 1.6 years from the date of resignation.

12. Social Media Guidelines:

Social media use shouldn't interfere with your responsibilities at the company. Computer systems at the company and related infrastructure are to be used for business purposes only. When using the company's computer systems and /or infrastructure, use of social media for business purposes is allowed (ex: Facebook, Twitter, Saama blogs and LinkedIn), but personal use of social media networks or personal blogging of online content is discouraged. Also, you are solely and personally responsible for any legal and/or financial obligations that arise out of using the social media, if such usage is not pre-authorized be aware that your actions on social media will impact your image, as well as the Company's image. The information that is posted or published online may remain public for a long time. Never represent yourself or the company in a false or misleading way. All statements must be true and not misleading; all claims must be substantiated. Stick to your area of expertise and do feel free to provide unique, individual perspectives on non-confidential activities at the company. Post meaningful, respectful comments, do not share any remarks that are off-topic or offensive.

Use your judgment in posting material that is neither inappropriate nor harmful to the company or its employees, customers/clients, vendors or any other stake holders of the company. Although not an exclusive list, some specific examples of prohibited social media conduct include posting commentary, content or images that are defamatory, pornographic, proprietary, harassing, and libelous or that can create a hostile work environment. Check before referring to or post images of current or former employees, their job titles, their roles and responsibilities from the authorized members. It is not allowed to post about clients/customers, vendors or suppliers. It is also prohibited to post any information about internal operations of the company on the web. Get appropriate permission to use a third party's copyrights, copyrighted material, trademarks, service marks or other intellectual property.

13. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details, and details of your prior work experience, if any, and to conduct any criminal checks for Civil and Criminal proceedings in District, Lower, Civil Court, Magistrate Court, Session Court, High Court, and Supreme Court. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India."

If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.
You will be required to submit to our HR department, the documents as mentioned in the below checklist mandatorily at the time of your joining.

Scanned copies of the following documents are to be submitted on the date of joining
1. Four Passport sized Photographs

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

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

saama

Great Place To Work Certified

Great Place To Work Certified

2.	Highest Degree/Diploma certificate along with the mark sheets
3.	Appointment/Offer Letter from your last employer
4.	Experience or Release Letter from your last employer
5.	Salary slips of the last three months from your last employer.
6.	PAN Card
7.	Valid Passport (In case you do not have a valid passport, you need to apply for one within 15 days of joining the company).
Please bring originals of all the above mentioned documents for verification. The originals will be returned to you immediately after the verification.	

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

V. Nimbalkar

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

saama

Great Place To Work Certified

Great Place To Work Certified

Employee Confirmation:

1. I accept the offer and confirm that there have been no other commitments made during the hiring process other than specified in the offer letter. (Example - on site opportunity, compensation, promotion and salary)

2. I accept the offer but would like to mention that the following discussion had during the hiring process (please mention the comments):_____

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association. We trust that our relationship will be guided by a quest for excellence in all facets of our interactions.
Kindly signify your acceptance on the duplicate copy of this letter as a token of acceptance.

Sincerely,
For Saama Technologies (India) Pvt. Ltd.,

Upasana Talukdar
Head - HCM, India

Accepted

****

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

saama

Great Place To Work Certified

Great Place To Work Certified

Indicative Salary structure for First Three Years of employment

Indicative Salary Structure			
	1st Year	2nd Year	3rd Year
(A) Joining Bonus *(To be paid in the first month of joining and subsequently on 2nd and 3rd year)*	**1,20,000**	**1,00,000**	**1,00,000**
Monthly CTC	20,000	25,000	36,000
Monthly Retention Bonus	5,000	10,000	10,000
Total Monthly CTC	**25,000**	**35,000**	**46,000**
(B) Total Annual - CTC	**3,00,000**	**4,20,000**	**5,52,000**
I - Performance Linked Incentive : Min (Annual)	-	36,000	36,000
II - Performance Linked Incentive : Max (Annual)	-	72,000	72,000
Total Annual CTC (Minimum) - (A+B+I)	**4,20,000**	**5,56,000**	**6,88,000**
Total Annual CTC (Maximum) - (A+B+II)	**4,20,000**	**5,92,000**	**7,24,000**

Notes:

- You will be eligible for Performance Linked Incentive, which will be paid to you annually.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

saama

Private and Confidential
ANNEXURE - A
COMPENSATION
STRUCTURE for First Year

Employee Name: Himani Upreti
Level: P1
Designation: Associate Software Engineer

COMPENSATION STRUCTURE	MONTHLY EARNING (INR)	ANNUAL EARNING (INR)
Basic	7,614	91,368
House Rent Allowance	3,807	45,684
FEP	5,813	69,756
Retention Bonus	5,000	60,000
Gross Salary (INR)	22,234	2,66,808
Employer's Contribution to PF	1,800	21,600
Gratuity	-	4,392
Mediclaim	-	7,200
Joining Bonus	-	1,20,000
Cost to Company (CTC) (INR)	24,034	4,20,000

Notes:

1. Employer/Employee Contribution to PF will be as per "The Employees' Provident Funds Scheme 1952".
2. Employer/Employee Contribution to ESIC will be as per "Employees State Insurance Act, 1948".
3. Gratuity accruals shall apply as per the "The Gratuity Act 1972".
4. Income Tax will be as per the latest Income Tax rules.
5. Your compensation details are strictly personal and confidential and should not be disclosed to others.
6. *Your NET Salary is based on your investment, taxation and statutory deductions.
7. Annexure A - Non-Disclosure Acknowledgment: Critical Financial Information
8. Annexure B - Please refer to understand our Employee Benefits and Your CTC Components.
9. Joining Bonus will be paid to you in your first salary.

Your compensation details are strictly personal and confidential and should not be disclosed to others.

For Saama Technologies (India) Pvt. Ltd.

Upasana Talukdar

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

Accepted

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

saama

Great Place To Work. Certified

Great Place To Work. Certified

Annexure - B

CTC

Components

FIXED COMPONENT:

1) **Basic:** Basic Salary means monthly fixed salary excluding all the allowance, perks and benefits payable to an employee. It would be fully taxable in the hands of the employee.

2) **House Rent Allowance (HRA):** 50 % of basic would be paid to employees towards HRA. Tax exemption can be availed on this component as per rules of HRA in the Income tax act.

FLEXIBLE BENEFIT PLAN (FEP):

This component gives flexibility to the employee to choose the below options as reimbursement under this basket.

a. **Car Reimbursement:** This component covers petrol reimbursement, maintenance and insurance. This component can be opted as taxable or as reimbursement per month. Reimbursement is possible minimum **Rs.21,600** and maximum up to **Rs.96,000** per year.

b. **Leave Travel Allowance:** This component serves as subsidy on travel when an employee proceeds on vacation. Minimum 3 days leaves to be taken to claim such benefit. As per the Income Tax Rules, exemption in respect of LTA is allowed to employee, twice in a block of four calendar years, to the extent of and subject to the satisfaction of conditions prescribed under the Act. You can claim a maximum up to **1.5 times** of your monthly basic salary.

c. **Telephone/Internet Reimbursement:** One telephone number (either mobile or landline) can be chosen by employee for claiming the reimbursement. Actual amount of bill will be treated as non-taxable. Pre-paid & postpaid bills or internet bills are accepted for such reimbursement. You can claim maximum of **Rs. 36,000** per year

d. **Child Education:** This component covers the tution fees that you pay towards your child's education. As per the law you can claim a maximum of **Rs. 2,400** per year (for two children) or **Rs. 1,200** per year (for single child).

e. **Food Card:** You can opt for HDFC food card which will cover a maximum of **Rs. 26,400** per year.

f. **Books and Periodicals:** This covers all books and reading you have bought which is related to your role. You can claim a maximum of **Rs. 12,000** per year.

g. **National Pension Scheme:** You can opt for upto 10% of your basic salary which will be deducted from your monthly salary and contributed to NPS.

The balance amount will be adjusted under other allowance.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

saama

Great Place To Work Certified

Great Place To Work Certified

STATUTORY PAYMENTS:

1) **Provident Fund (PF):** Employer's contribution towards PF is capped to Rs. 1800/- per month.

2) **Gratuity:** Gratuity is payable on separation after completion of continuous service of 5 years as per government rules.
Formula for calculating gratuity: -Gratuity = (((Last Drawn Basic)/26)*15)*Number of years of service.

EMPLOYEE BENEFITS:

1) **Medical Insurance*:** Saama extends the Basic Health Insurance cover to you, your spouse and your children (upto 2 Nos) under the Insurance Policy. Floater amount of Rs.3,00,000/- per annum can be utilized under this policy.

2) **Group Accident Policy (GPA)*:** Through GPA you are covered by way of round-the-clock risk coverage against any accident occurring while at work or outside work resulting in partial or total disablement or casualty. Even of Temporary Disability due to accident you get compensated for loss of wages on account of leave due to accident up to Rs.5,000/- per week. In case of death due to an accident, your total cover would be Rs.10,00,000/-.

3) **Group Term Life Policy*:** This benefit is in addition to Group Accident Policy. This policy provides coverage 24*7 worldwide to an employee in case of death to provide financial assistance to his / her immediate dependents provided at the time of joining. Amount up to three times of annual CTC or maximum of Rs. 20,00,000 lacs will be given in such cases.
* Terms & conditions of Insurance Policy will be applicable.

4) **Transport:** HIA(Hinjewadi Industries Association) member companies avail a common transport service named Shuttl, S-ride, Office Ride, Quick ride Uber & Ola which connects to Hinjewadi from all areas across Pune City, this service is provided at special subsidized rate for all Saama Employees. Employees working in the second and night shift please refer to the employee handbook.

5) **Cafeteria:** Breakfast, Lunch and snacks are provided to all employees at Saama at a Subsidized rate from Monday to Friday. Employees working in second or night shifts will be provided Free dinner from Monday to Friday.

6) **Wedding Gift:** All unmarried employees are eligible for a one time payment of Rs. 3,500/- for their first marriage as a gift from Saama .

7) **New Born Baby Gift:** All employees are eligible for a one-time payment of Rs.1,500/- for their new born baby. Only the first two children are covered under this scheme.

8) **Relocation Benefits:** (applicable for candidate relocating from outside Pune)
Relocation benefits can be reimbursed* up to INR 50,000 (paid as per actuals). This includes -
   a. Reimbursement towards taxi fare
   b. Reimbursement of air fare / train fare
   c. Movement of goods from current location Pune

***Kindly note that the above are to be reimbursed based on submission of actual invoices paid through credit card or online payment (No Cash Transaction will be allowed).**

K.Nimola

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

saama

Great Place To Work Certified

Great Place To Work Certified

Non-Disclosure Acknowledgment: Critical Financial Information

All information which is Financial and Contractual in nature as part of Saama transactions is highly confidential and not to be disclosed without the approval of designated Saama authorities (Country Head, HCM Head, HCM BP, Portfolio Head)

The following financial information is classified as confidential and not for public discussion or sharing without any prior authorization:

1. Salary information (CTC).
2. Other Salary components including Merit Increments, Annual/Quarterly Bonuses, Options allocations, Equity etc
3. Financials and Contract value of your project and other Client Engagement Contracts
4. Financials/Fees/Remuneration and Contract value of VENDORS, SUBCONTRACTORS, and other ENGAGEMENT PARTNERS
5. The salary and other Salary components (specified in 1 & 2 above) information of your team members are confidential and not be disclosed to anyone unauthorized or without prior approval.
6. The salary and financial information of the associates working under your leadership and management are confidential and not be disclosed to anyone unauthorized or without prior approval.

Any unauthorized disclosure of confidential information by you stated above will be a violation of the company rules and policies, and appropriate corrective action will be taken which may be through the disciplinary procedure.
You are also requested to bring it to the notice of HCM team if you find anyone discussing/sharing any financially sensitive information as mentioned above.

Acknowledgement and Agreement

I ******, acknowledge that I have read and understand the Non-Disclosure of Critical Financials of Saama Technologies India Pvt. Ltd. I understand that if I violate the rules/procedures outlined in this agreement, I may face corrective action, up to and including termination of employment.

Name: *******

Signature: _____

Date: _____

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

74

Gmail

178

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

HI all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi 178
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

75

181

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6259655/1421700

08/15/2022,
Vaishnavi Avinash Mandokar,

[redacted] HANUMAN NAGAR
AMRAVATI, Maharashtra
India.

Confidential

Dear Vaishnavi Avinash Mandokar,

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 **09/13/2022** (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 **Pune**.

C) You have to report by 8.30 am at **Pune** office, for joining formalities and contact security at the main gate for your entry pass at

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name, please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentive/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

K. Nimala

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Analyst

Total Cost to Company (CTC). Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements - 1 #	Rs.1,890.00	Rs.22,680.00
Other Allowances and Reimbursements - 2 +	Rs.839.00	Rs.10,068.00
Advance Statutory Bonus ++	Rs.3,148.00	Rs.37,788.00
Gross monthly salary	Rs.29,878.00	Rs.358,536.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.388,800.00
Total Cash Compensation		Rs.388,800.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,800.00

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

+ 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 (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Non-taxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payout:

- **Special Incentive:** You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**, post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company.

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.

   d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

   e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

   f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).

   g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and

   h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

   i. Your employment shall be subjected to the below-mentioned additional terms and conditions:

      a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 11/12/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Back ground verification link given along with the welcome mail of the offer.

   j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.

   k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

K.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh

Lead - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter "Letter") and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **Vaishnavi Avinash Mandolkar**

Date: **08/18/2022**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited (**"Capgemini"** or **"Company"**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2. Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for **twelve** (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

K. Nimmala

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India;

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

d) prevent the unauthorized use, dissemination or publication of such Confidential Information;

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter;

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality;

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, leased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred thereon revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini 's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop,laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

c.) Effects of Cessation of Employment:

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____ do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra(hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
   a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
   b) payroll processing agencies for processing my payroll (including reimbursement claims),
   c) law enforcement agencies,
   d) to comply with a judicial/quasi-judicial order,
   e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
   f) insurance companies for the purpose of group insurance, personal accident insurance etc,
   g) service providers providing services for biometric access to office premises for monitoring attendance,
   h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
   a.) affiliates of the Company for administrative purposes and/or audit;
   b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature:
Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
2.	Employment Documents: **Current Employment(Immediate Previous)** a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**Proof of identity/ Address** a) PAN Card b) AADHAAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card IV) Electricity Bills V) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs (6 nos.)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s) (If applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar

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

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>. (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form – from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked*

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders, Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

*In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini.

K. Nimbalkar

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

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

Gmail

182

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolk14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Barsod	Female	diptibarsod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767575356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade965@gmail.com	8087740217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4569@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540845	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiranh@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218430231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Cognizant 77

183

13-Apr-2022

Dear Viki Chaudhari,
MCA, Computer Application
DY Patil College of Engineering, Akurdi

Candidate ID – 19619029

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared 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 **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. In addition, there will be an one time skill bonus of INR **25,000/-** given based on your skill proficiency. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

D.Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

Signature: **Date:**

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

Cognizant

Compensation and Benefits

Name: Viki Chaudhari **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

**** **Skill Bonus**
We wish to inform you of an additional one time skill allowance of INR 25,000/- based on your skill proficiency and this will be paid on completion of 4 months in Cognizant. Kindly note that this one time skill allowance will be subject to statutory and income tax deductions as applicable and will be recovered in case you leave us within one year of joining.

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

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Viki Chaudhari, 24, residing at _____ (hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

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

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

K.Nimbalkar

DIRECTOR

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

any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimala

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

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

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

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

• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Sign: _____
Name:

Viki Chaudhari

Sign: _____
Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

78

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd

1 message

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in> Mon, Jul 11, 2022 at 11:01 AM
To: Dypimca placements <placements@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

Congratulations on the selection of 6 students in iauro Systems.

Please convey the joining date to be shared with HR.

---------- Forwarded message ---------
From: **Sayali Bhande** <sayali.bhande@iauro.com>
Date: Mon, Jul 11, 2022 at 10:43 AM
Subject: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd
To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>
Cc: hiring <hiring@iauro.com>

Hello Heeresh Sir,

We are glad to announce the final shortlisting of the campus drive. We are looking forward to work with the shortlisted students and evolve together. We will share the offer letters individually with the shortlisted students.

I am certain that this drive will help to build long-term relationships and create further growth opportunities for both of us.

Let me take this opportunity to thank you and the entire placement cell for helping and coordinating for a smoother process.

Kindly let us know the start date of their internship.

Final Selections:

1.Suraj Ashok Chaudhari

2. Pritamsing Ravindrasing Patil
3.Sangram Unhale
4.Chitra Airen
5.Nikhil Jagadish Gharate

6.Krishan Choudhary 18h

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Students who cleared 2nd Technical Round

Suraj Ashok Chaudhari
Pritamsing Ravindrasing Patil

Sapana Jalindar Nikam
Vishal Suresh Yadav
Rushikesh Dilip Narkhede
Devendra Singh Rajput
Nayana Sambhaji Dhawade
Chitra Airen
Tanvi Rajendra Kumkar
Samidha Nagothkar
Sunil Gullapalli
shubham hiwale
Rutuja Meshram
vinod kolekar
Pranav Waykar
Bhagyashri Inkane
Kushal Narendra Magare
Ketaki Tekade
Deepa Sukhia
Nomesh Jawale
Gaurav Vijay Khedkar
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Pradip Shivaji Survase
Krishan Choudhary
Abhishek Ghate

Sayali Bhande

HR Associate

+91 8378979481 | LinkedIn | Twitter

iauro systems pvt. ltd.

www.iauro.com contact@iauro.com

This e-mail is confidential. It may also be legally privileged. If you are not the addressee, you may not copy, forward, disclose or use any part of it. If you have received this message in error, please delete it and all copies from your system and notify the sender immediately by return e-mail. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions. The management of iauro systems Pvt. Ltd. do not accept any liability for mishandling of email account.

--
Heeresh Khatri
Training & Placement Officer
D. Y. Patil College of Engineering, Akurdi
Mob: 9923963332
Email: tpo@dypcoeakurdi.ac.in
Facebook Page: https://goo.gl/UNemL6
Website: www.dypcoeakurdi.ac.in

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimkar

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

Jasmita Kaur

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Recruitment Drive at Facile Info-Serv Pvt Ltd: 02nd April 2022 (Saturday).

2 messages

Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 4:53 PM
To: "placements@dypimca.ac.in" <placements@dypimca.ac.in>
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hi Rahul,

As Discussed, please confirm whether the below mentioned candidates would be able to join us on **09th May 2022 (Monday)** or **16th May 2022 (Monday)**:

Sr.No.	Name	Status
1	Gayatri Tela	Final Selected
2	Vishal Sadashiv Bhurke	Final Selected
3	Rushikesh Thakare	Final Selected
4	Garad Hanmant	Final Selected

– 79

Note: We need to issue the Offer Letter/Internship Letter as per the Date of Joining confirmed by you.

Thank you and regards,

Kunal Agarwal

Talent Acquisition Executive

Extn #105

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

+91 7773988840

kunal.agarwal@facileserv.com

www.facileserv.com

FACILE

1st floor, Tower 4, World Trade Center, Kharadi, Pune 411014.

"Success occurs when Opportunity meets Preparation"

Disclaimer: This communication and any data and/files attached to it contains information which is confidential and which may also be privileged. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), please note that any disclosure, copying, printing or use what-so-ever of this communication or the information contained in it is strictly prohibited. If you have received this communication in error, please notify the author then delete the presentation and its attachments together with any copies of it. Although this communication is believed to be free of any virus(s) which might affect any computer or IT system into which they are opened, it is the responsibility of the recipient to ensure that they are virus free.

Rahul Chaudhari - TPO <placements@dypimca.ac.in>
To: Kunal Agarwal <Kunal.Agarwal@facileserv.com> Fri, Apr 29, 2022 at 5:08 PM
Cc: Rahul Kumar <rahul.kumar@binarydemand.com>, Shubham Jhaveri <shubham.jhaveri@binarydemand.com>, Deepak Vairat <deepak.vairat@facileserv.com>, Abhishek Kaushik <Abhishek.Kaushik@facileserv.com>, NoorJahan Munshi <noorJahan.munshi@facileserv.com>

Hello sir,
Greetings of the day!
Thank You for giving the opportunity to my students to work with your organization.
Following students can join from the **09th May 2022 (Monday)**

1	Vishal Sadashiv Bhurke	Final Selected
2	Rushikesh Thakare	Final Selected
3	Garad Hanmant	Final Selected

And Gayatri Tela will oin from the **16th May 2022 (Monday)**

Thank You.

[Quoted text hidden]

--

Prof. Rahul Chaudhari
Training & Placement Officer
Dr. D. Y. Patil Institute of MCA
Mobile No:9860329135
Web Site : https://www.dypimca.ac.in/

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835

kloudq®
Digitizing Business

HR/2022/1127

May 3, 2022

Vishal Bhurke

Pune.

Job Offer Letter

Dear Vishal,

Pursuant to your application for employment with us and subsequent selection process, we are pleased to offer you the position of **"Junior Engineer – Platform Development (Band-T3)"** at the terms and conditions discussed with you in person.

Your remuneration will be **Rs. 400,000/- (Rupees Four lakh only)** per annum

Your Remuneration break up is given in Annexure 1.

Your detailed scope of job profile will be provided to you with the appointment letter, at the time of Joining. You are advised to join your duties on **May 9, 2022**.

Please sign on the duplicate copy of this letter as a token of your acceptance.

We look forward to a long term and fruitful association with you.

With Best Regards

For, Kloudq Technologies Pvt.Ltd.

Rashmi Adsule

Vice President HR

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

kloudq®
Digitizing Business

Annexure 1

Particulars	Amount
Basic	10,000
House Rent Allowance	4,000
Leave Travel Allowance	1,000
Special Allowance	15,820
Bonus	833
Total Gross Salary (A)	**31,653**
Provident fund and pension scheme	1,200
Gratuity	480
Other Benefits (B)	**1,680**
S. Total (A+B)	**33,333**
Cost to company per annum	**400,000**

For, Kloudq Technologies Pvt.Ltd.

Rashmi Adsule

Vice President HR

D.Y. Patil Institute of MCA And Management
Akurdi, Pune

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmaiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhaloon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolc14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade865@gmail.com	8007740217	MCA	Computer Application

190

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540645	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Bulsure	Female	bulsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9501704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Ameeralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL8

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

81

Gmail

196

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

196

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

K.N.

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

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

81

Gmail 196

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd

1 message

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in> Mon, Jul 11, 2022 at 11:01 AM
To: Dypimca placements <placements@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sir,

Congratulations on the selection of 6 students in iauro Systems.

Please convey the joining date to be shared with HR.

---------- Forwarded message ---------
From: **Sayali Bhande** <sayali.bhande@iauro.com>
Date: Mon, Jul 11, 2022 at 10:43 AM
Subject: Final Selections | DY Patil Freshers Drive | iauro Systems Pvt Ltd
To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>
Cc: hiring <hiring@iauro.com>

Hello Heeresh Sir,

We are glad to announce the final shortlisting of the campus drive. We are looking forward to work with the shortlisted students and evolve together. We will share the offer letters individually with the shortlisted students.

I am certain that this drive will help to build long-term relationships and create further growth opportunities for both of us.

Let me take this opportunity to thank you and the entire placement cell for helping and coordinating for a smoother process.

Kindly let us know the start date of their internship.

Final Selections:

1.Suraj Ashok Chaudhari

2. Pritamsing Ravindrasing Patil
3.Sangram Unhale
4.Chitra Airen
5.Nikhil Jagadish Gharate 196
6.Krishan Choudhary

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Students who cleared 2nd Technical Round

Suraj Ashok Chaudhari
Pritamsing Ravindrasing Patil

Sangram Unhale
Arti Vishwas Dhage
Chitra Airen
Nikhil Jagadish Gharate
Krishan Choudhary

Students who cleared 1st Technical Round

Suraj Ashok Chaudhari
Unnati Navalsing Solunke
Pritamsing Ravindrasing Patil
Shravani Kulkarni
Sangram Unhale
Arti Vishwas Dhage
Rushikesh Dilip Narkhede
Chitra Airen
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Krishan Choudhary

Students who cleared MCQ Test

Saurabh Gaikwad
Rutuja Praful Chinchale
Vaishnavi Khadke
Yogita Jawale
Vaishnavi Gangshettiwar
Shubham Bonde
Shrinath Ramrao Pawar
Veena Parate
Suraj Ashok Chaudhari
Rohit Avadhut Kshirsagar
Sanjay Aakash Suradkar
Rishikesh Pujari
Unnati Navalsing Solunke
Shubham Malani
shrikant suryawanshi
Pritamsing Ravindrasing Patil
YOGESH JADHAV
Tanzila Khan
Shravani Kulkarni
Sangram Unhale
yash wadhwani
Arti Vishwas Dhage

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Sapana Jalindar Nikam
Vishal Suresh Yadav
Rushikesh Dilip Narkhede
Devendra Singh Rajput
Nayana Sambhaji Dhawade
Chitra Airen
Tanvi Rajendra Kumkar
Samidha Nagothkar
Sunil Gullapalli
shubham hiwale
Rutuja Meshram
vinod kolekar
Pranav Waykar
Bhagyashri Inkane
Kushal Narendra Magare
Ketaki Tekade
Deepa Sukhia
Nomesh Jawale
Gaurav Vijay Khedkar
Nikhil Jagadish Gharate
Karan Pratapsingh Bundele
Pradip Shivaji Survase
Krishan Choudhary
Abhishek Ghate

Sayali Bhande

HR Associate

+91 8378979481 | LinkedIn | Twitter

iauro systems pvt. ltd.

www.iauro.com contact@iauro.com

This e-mail is confidential. It may also be legally privileged. If you are not the addressee, you may not copy, forward, disclose or use any part of it. If you have received this message in error, please delete it and all copies from your system and notify the sender immediately by return e-mail. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions. The management of iauro systems Pvt. Ltd. do not accept any liability for misheriding of email account.

--

Heeresh Khatri
Training & Placement Officer
D. Y. Patil College of Engineering, Akurdi
Mob: 9923963332
Email: tpo@dypcoeakurdi.ac.in
Facebook Page: https://goo.gl/UNemL6
Website: www.dypcoeakurdi.ac.in

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Jasmita Kaur



(81)

iauro

(196)

Offer Letter

Date: 12th July 2022

To **Nikhil Gharate,**

Dear Nikhil,

Congratulations! With respect to your application of employment and the subsequent selection process, we are pleased to extend to you an offer you the position of **Associate - Software Engineer** with iauro Systems Pvt Ltd at **Pune office.**

The following are the terms and conditions of the offer

1. Your joining date will be **18-January-2023.**
2. Your all-inclusive annual compensation will be **INR.3,60,000 (Three Lakh Sixty Thousand only).** The Annual & monthly salary break-up is presented in Annexure 1.
3. Offer letter for full time employment is subject to satisfactory performance during the internship period
4. Your employment will be governed by the rules, regulations and policies of the Company.
5. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
6. You are required to send the offer letter acceptance email to **hr@iauro.com** mentioning the subject letter as OFFER LETTER ACCEPTANCE

Welcome to iauro Systems! We invite you to be a part of the existing journey and evolve together!

For iauro Systems

Anupam Kulkarni

CEO, iauro Systems Pvt Ltd

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

iauro

ANNEXURE 1

Your annual salary package (CTC) will be **3,60,000.** The break-up of which is below:

iauro Systems Private Limited		
Name	**Nikhil Gharate**	
Designation	**Associate Software Engineer**	
Location	**Pune**	
Components	**Annual**	**Monthly**
Basic Salary	180,000	15,000
HRA	72,000	6,000
Food Allowance	18,000	1,500
Attendance and other allowances	90,000	7,500
Gross Salary	**360,000**	**30,000**
PF Employer Contribution	**21,600**	**1,800**
Annual Total CTC		**381,600**
Deductions		
Professional Tax	2,500	200
PF Employee Contribution	21,600	1,800
Income Tax	As Applicable	As Applicable

- Salary mentioned above is subject to deduction of tax applicable as per compliance.
- You will be eligible for the mediclaim and group personal accident insurance as per the company policies.
- The above salary break-up is provided based on the existing Company policies and may undergo change from time to time.
- The Company is eligible to deduct all such amounts as may be due against you for whatsoever reason from salary payable to you.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

iauro

Annexure 2: Terms and Conditions

1. **Offer Validity**

1.1 The offer is valid to the subject of acceptance **within two days** from the date of release.

1.2 This offer stands cancelled in case of any deviations in information or if you fail to connect to the Talent Management Team on the mentioned date at 10 am.

1.3 The Company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the Company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

1.5 In case you decide to end your employment with the Company before completing one year of employment, the Company retains the right to recover any expenses incurred at the time of joining. In addition, if the Company has incurred any expenses towards Visa/ Work permit processing etc., the Company retains the right to recover the same.

2. **Probation and confirmation:**

2.1 You will be on probation for a period of **Six (6) months** from the date of joining. At the discretion of the Company, the probation period may be extended; if it is found that the services provided by you are not satisfactory or uninterrupted.

2.2 On successful completion of your probation, you will be confirmed as a permanent employee of iauro Systems Pvt. Ltd. Your confirmation is also subject to the discretion of the company.

3. **Notice period:**

3.1 Probation:

3.1.1 During probation, your services can be terminated with 1 months' notice or salary thereof by either party.

3.1.2 The Company can terminate the service of the employee during probation period, without necessarily assigning any reason, by giving 1 months' notice in writing or at the sole discretion of the Company, on payment of an equivalent amount of 1 months Gross Salary (or as the case maybe) in lieu of notice period to the employee.

3.2 After Confirmation:

3.2.1 This appointment may be ended by either side with a notice period of 90 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period.

3.2.2 In case an employee resigns of his/her own will, the Company reserves the right to release the employee prior to the notice period of 90 days, taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

3.2.3 The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfill your part of the obligation, either to travel or to complete the assignment.

4. Leaves and Holidays:

You are entitled to avail the leaves and entitled for holidays as per the company policy.

5. Salary Review and Promotions:

You will be considered for salary review and promotion as per the Company's policies effective from time to time.

6. Confidential Information:

You shall not, during the employment with the Company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the Company or its Client or to the method, assets, and set-up used by them or relating to the prices paid by or charged from the vendors of the Company or Client.

7. Other terms and conditions:

7.1 You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee / Intern /Freelance of any other organization / entity engaged in any form of business activity without the consent of iauro System Pvt Ltd. 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.

7.2 You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining.

7.3 Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

7.4 You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement.

7.5 This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties,

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimala

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

representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

7.6 If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

7.7 This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Pune, India.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

ANNEXURE 3 Documents to be brought on the date of joining

Original & 1 set of photo copies to be brought on the date of joining

1. Pan Card
2. Aadhar Card
3. All Educational Markslists and certificates
4. Appointment Letter, Relieving letter & Salary Certificate from the last employer
5. Experience / Service certificates from your previous employers
6. UAN Number
7. Form 16 and IT returns for the last year
8. Proof of Permanent Address (Driving license/Passport/Voter's ID)
9. Four passport size photographs of self.
10. Copy of Passport (if available)

D. Y. Patil Institute of MCA & M... Akurdi, Pune 411 044

K. Nimbalkar

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

lauro

Annexure 4: Joining Details

Joining Date: 18th January 2023

Day: Wednesday

Reporting Time: 10 AM

Venue: Physical (Wankhede Bunglow, Plot No. 41, Lane No. 3, Shivaji Housing Society, S.B. Road, ShivajiNagar, pune-411016)

POC: Ms. Sayali Bhande

POC Contact Number: 8378979481

ACCEPTANCE

I have read and understood all the terms and conditions contained in this offer letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings or representations in choosing to accept employment with the Company. I understand and agree that any changes in the terms of employment described in this offer letter must be set forth in a written instrument signed by a duly authorized officer of the Company.

Place:

Date:

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimala

DIRECTOR

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

82

Gmail

198

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

HI all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi 198
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

K. Nimkar

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

83

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Raksha Jhaginia

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:09 AM
To: rakshajhaginia29@gmail.com
Cc: placements@dypimca.ac.in

Dear Raksha Jhaginia,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - BA/QA** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor8RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

202

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

Regards,

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Gmail

210

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalai@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: Elamparithi Boopathy (BGSW/HRL-TA) <Boopathy.Elamparithi@in.bosch.com>, Kumar M Sathish (GS/HRS23-IN) <Sathish.KumarM@bosch.com>, Mubina A Khan (GS/HRS23-IN) <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 18 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolk14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Male	Female	archanabmale@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade985@gmail.com	8007740217	MCA	Computer Application

58

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwarallkhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students aare available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex,Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042635
Vice Chairman - Federation of Training & Placement Officers,India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

86

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Shraddha Gajananrao Deshmukh

2 messages

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:11 AM
To: deshmukhshraddha439@gmail.com
Cc: placements@dypimca.ac.in

Dear Shraddha Gajananrao Deshmukh,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

21

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

Thanks & Regards
HRD Mobiloitte

Shraddha Deshmukh <deshmukhshraddha439@gmail.com> Fri, Apr 15, 2022 at 10:20 AM
To: HR Department <hrd@mobiloitte.com>
Cc: Rahul Chaudhari - TPO <placements@dypimca.ac.in>

I accept the offer.
[Quoted text hidden]

87

Gmail 215

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Congratulations - Welcome to the Intelliswift family

2 messages

Amit Chilka <amit.chilka@intelliswift.com> Sat, Feb 26, 2022 at 7:58 PM
To: "aditisupekar2412@gmail.com" <aditisupekar2412@gmail.com>, "airenchitra2001@gmail.com" <airenchitra2001@gmail.com>, "bhavedarshana01@gmail.com" <bhavedarshana01@gmail.com>, "gayatrizad97@gmail.com" <gayatrizad97@gmail.com>, "goutam91311@gmail.com" <goutam91311@gmail.com>, "pundjyoti18@gmail.com" <pundjyoti18@gmail.com>, "nileshjadhav0104@gmail.com" <nileshjadhav0104@gmail.com>, "prathamashinde13@gmail.com" <prathamashinde13@gmail.com>, "shrutinair8308@gmail.com" <shrutinair8308@gmail.com>, "swapnalimapare036@gmail.com" <swapnalimapare036@gmail.com>, "tanvikumkar04@gmail.com" <tanvikumkar04@gmail.com>, "bavaskaranushruti23@gmail.com" <bavaskaranushruti23@gmail.com>, "sidpathak68@gmail.com" <sidpathak68@gmail.com>

Hi all,

Hearty Congratulations!

You would receive your internship letters shortly. Please sign them digitally.

Request you all to also fill out your details here - https://forms.gle/unqYWyjW3m1isBSL7

Looking forward to you joining us on Tuesday March 1, 2022!

K. Nimbalkar

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

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi 215
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DocuSign Envelope ID: 7DC3851C-E885-4989-98FF-07B347E7A6A6

(88)

CEMTREX LABS
CEMTREX TECHNOLOGIES PRIVATE LIMITED
(CIN : U72900MH2017PTC303174)

216

CTPL/HR/2021-22
15th Sep, 2021

Mr. Shubham Ajit Veer
Jategaon Khurad. Jategaon Bk,
Pune, Mah - 412208

Dear Mr. Shubham,

Sub: Letter of Appointment

Further to our Offer Letter, we are pleased to offer you, the position of **"Junior Network Engineer"** in Cemtrex Technologies Pvt. Ltd. (hereinafter referred as the "company") on the following terms and conditions:

1. **Commencement of Employment**

Your Employment will be effective, as of 15th September, 2021.

2. **Job Title**

Your Job title will be **Junior Network Engineer** and you shall report to Gaurav Taywade (Chief Software Architect and Pune Studio Head) for all your assignments. However, you shall accomplish other company assignments, which may be assigned to you by your other superiors from time to time.

3. **Salary**

Your salary break up and other benefits will be as set out in Annexure 1, hereto. Your salary is subject to income tax and other statutory deductions as per law, wherever applicable and should be kept as confidential.

4. **Leaves**

You are eligible to avail leave as per the leave rules of the Company.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

DocuSign Envelope ID: 70C3851C-E885-4989-98FF-07B347E7A5A6

5. Duties & Responsibilities

Your job functions and responsibilities will be as defined broadly in the job description. You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

6. Working Hours

The office working hours are 10.30 am to 7.30 pm with 30 minutes lunch break and 2 times tea breaks (15 minutes each). Working days are between Mondays to Friday. However due to business exigencies, employees may be required to work at different timings which will be intimated by the reporting manager from time to time without any impact on the salary as stated in clause 3.

7. Probation

You will be on a probation for a period of **Three months**. The period of probation can be extended at the discretion of the Management till it's decided otherwise. The confirmation letter would be issued only for the cases where probation period has been extended.

8. Posting

Your initial posting will be at "Pune". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, from one establishment to other, offices, factories or branches or sites of the company or of its clients or any of its Group Companies, Subsidiary Companies, Holding Companies or of the concerns in which the Company has substantial interest in terms of ownership or management situated anywhere in India whether such establishments, offices, factories, sites or branches etc. are at present in existence or which may come in to existence in future. The transfer of services shall be either for a short term or long term basis, with or without short notice and at the discretion of the management. On such transfer, no additional salary, facilities of housing or any other compensation will be payable to you, except the travel expenses claims as per travel rules of the company.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

DocuSign Envelope ID: 70C3851C-E885-4989-98FF-07B347E7A6A6

9. Notice Period

9.1 While on probation or on an extended period of probation, if your performance is not found satisfactory by the management, this appointment letter may be terminated by either side by giving **fifteen days' notice**, or **fifteen days' salary in lieu of notice period.**

9.2 On confirmation, both the company and employee have their liberty to terminate the services by giving **Two months'** notice or **Two months'** salary in lieu of notice period.

9.3 Notwithstanding anything to the contrary herein contained, misconduct including willful insubordination, disobedience, theft, fraud, illegal activities, misappropriation, dishonesty, habitual absence without approved leaves, guilty of sexual harassment proven by the committee etc. from your end during the period of employment and non-performance on your part, will entitle the Company to terminate your services with immediate effect and in such cases, no full and final settlement will be done by the company.

9.4 If you remain absent from work without authorization of your superior or reasonable explanation, for more than Ten consecutive days, it would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation and in such case, you will not be entitled to any statutory compensation.

9.5 We have offered you employment on the understanding that the information given by you in your Application, resume and other document is correct, true and complete. If it is found at any time that the information given by you is not correct, true and / or complete, this appointment may be withdrawn / terminated without any notice or any compensation in lieu of the notice period and in addition to and without prejudice to whatever right of action the company may have against you.

9.6 Your appointment with our Company is subject to your being found medically fit. The company reserves the right to get you medically examined by any Certified Medical Practitioner during the period of your services. In case you are found medically unfit to continue with the job, management reserves the right to relieve you from the services.

10. Safe Keeping & Return of Company properties

While you are in employment with the company, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

DocuSign Envelope ID: 70C3851C-E885-4989-98FF-07B347E7A6A6

all documents, books, papers both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, company assets, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

Any advances or loan taken by you from the Company, shall be fully recovered from your salary and any other legal dues at the time of your leaving the services of the Company.

11. Confidential Information

11.1 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means as defined in the "Non-Disclosure Agreement" attached herewith.

11.2 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.3 Breach of the conditions of this clause will render you liable to summary dismissal under clause above, in addition to any other remedy the Company may have against you in law including recovery of damages.

11.4 The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.

11.5 A Separate Confidentiality Agreement / Non – Disclosure Agreement is attached to this Letter of Appointment. Employees are expected to read and sign the same along with this Appointment Letter.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

DocuSign Envelope ID: 70C3851C-E8B5-4969-98FF-07B347E7A6A6

12. Conflict of Interest

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for salary (part time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business during your employment with the Company, without written permission from the Company.

13. Non-Competition

During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time without the prior permission of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

During the period of employment of the company and for a period of Two years following the discontinuance of your employment for any reason or without reason, you will at all times maintain / observe 'secrecy' of confidential information stated in Clause 11 herein above.

14. Non Solicitation

During your employment with the Company and for a two year period following the termination of your employment for any reason or without reason, you shall not solicit or induce any employee(s) of the Company or any of its subsidiaries to leave their employment with the Company.

15. Retirement

If you are confirmed in the services, you shall be retired after attaining the age of 60 years. For the purpose of retirement from the services, it shall not be necessary to give you any notice or salary in lieu thereof.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

DocuSign Envelope ID: 70C3851C-E885-4989-96FF-07B347E7A6A6

16. Applicability of Company Policy

The company has Anti Sexual Harassment Policy in place, which an employee is expected to be familiar with. The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc. and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

17. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes arising out of this letter will be subject to the jurisdiction of the Thane Court.

18. Acceptance of our offer

Please sign the duplicate copy of this letter at the space provided and return it to us as a token of your acceptance of its contents.

We welcome you to our Organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,

For Cemtrex Technologies Pvt. Ltd.

DocuSigned by:
C3B57A6331BD498...
DS

Gaurav Taywade
Authorized Signatory

Declaration

The above terms and conditions of the appointment letter are read by me and I have understood the contents therein and am acceptable to me.
I will be joining duty on **15th September, 2021.**

Accepted by Mr. Shubham Ajit Veer
(Signature)

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

DocuSign Envelope ID: 70C3851C-E885-4989-98FF-07B347E7A6A6

CEMTREX LABS

CEMTREX TECHNOLOGIES PRIVATE LIMITED
(CIN : U72900MH2017PTC303174)

Annexure-I

Details of Salary

Mr. Shubham Ajit Veer		
Junior Network Engineer		
I. Gross Salary	**Monthly**	**Yearly**
BASIC	15000	
HRA	7500	
MEDICAL REIMB	1250	
TRANSPORTATION ALLW	1600	
MANAGEMENT ALLOWANCE	7983	
Total (I)	**33333**	**400000**
II. Company Benefits		
Provident Fund (Employer)	1800	
Gratuity	720	
Total (II)	**2520**	**30240**
Gross CTC (I+II)		430240
Total CTC INR		**4,30,240**

*** INR 4,00,000 PA. (INR 10,000 onetime joining bonus. (This will be credited upon completion of probation period) ***

Accepted by Mr. Shubham Ajit Veer **Date:** _____

(Signature)

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

89

Gmail

218

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

218

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

90



We are glad to welcome you to

intelliswift

1. Aditi Laxman Supekar - DYPCOE, Akurdi
2. Chitra Airen - DYPIMCA, Akurdi
3. Darshana Bhave - DYPIMCA, Akurdi
4. Gayatri Zad - DYPIMCA, Akurdi
5. Goutam Ahirwar - DYPIMCA, Akurdi
6. Jyoti Madhukar Pund - DYPIMCA, Akurdi
7. Nilesh Chaju Jadhav - DYPIMCA, Akurdi
8. Prathama Shinde - DYPIMCA, Akurdi
9. Shruti Nair - DYPIMCA, Akurdi
10. Swapnali Mapare - DYPIMCA, Akurdi
11. Tanvi Rajendra Kumkar - DYPIMCA, Akurdi
12. Anushruti Raju Bavaskar -DYPIMCA, Akurdi
13. Siddhesh Pathak - DYPIMCA, Akurdi 219

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

220

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

——— Forwarded message ———
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thirmalais@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: **Elamparithi Boopathy (BGSW/HRL-TA)** <Boopathy.Elamparithi@in.bosch.com>, **Kumar M Sathish (GS/HRS23-IN)** <Sathish.KumarM@bosch.com>, **Mubina A Khan (GS/HRS23-IN)** <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypii.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of Management Akurdi, Pune 411 044

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

91

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Sharadchandra Zad	Female	gayatrizad97@gmail.com	9767573356	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Male	Female	archanabmale@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane	Male	akashrane642@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Keshinath Kothawade	Male	mkothawade965@gmail.com	8007340217	MCA	Computer Application

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385463	Shivalika Srivastava	Female	shivalika4566@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke	Male	aniketuke096@gmail.com	9309540645	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Balsure	Female	balsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar	Male	yogeshwarkumar56@gmail.com	7764922431	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

92

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Suraj Subhashrao Devraye

1 message

HR Department <hrd@mobiloitte.com>
To: surajdevraye@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:12 AM

Dear Suraj Subhashrao Devraye,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045,

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOIHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

K. Nimbalkar

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

222

93

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

225

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

K. Nimbalkar

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

93

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Tanay Deepak Surve

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:13 AM
To: tanay.surve.ts@gmail.com
Cc: placements@dypimca.ac.in

Dear Tanay Deepak Surve,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D.Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

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

225

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME	
Amit Mane	9
Umesh Khandare	
Vipul Ramteke	229
Akash Balasaheb	144
Anil Waghmare	148
Sangram Unhale	100
Arti Dhage	16
Ritesh Kumar	204
Tanay Surve	225
Nikhil Gharate	196
Pradip Survase	68
Shubhangi Hajare	218
Veena Parate	228
Debolina Sarkar	

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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

95

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Campus Drive Selected Candidates : Melbarr ITES Private Limited

1 message

H R <hr@mel-barr.com> Fri, Jun 24, 2022 at 3:24 PM
To: placements@dypimca.ac.in
Cc: Kriti Dighe <kriti.dighe@mel-barr.com>

Hello Sir/ Madam

Greetings from Melbarr ITES Private Limited.

Pleasure to inform you that we have selected 14 candidates from your organization for our Internship program.

PFB list of candidates

NAME
Amit Mane
Umesh Khandare
Vipul Ramteke
Akash Balasaheb
Anil Waghmare
Sangram Unhale
Arti Dhage
Ritesh Kumar
Tanay Surve
Nikhil Gharate
Pradip Survase
Shubhangi Hajare
Veena Parate
Debolina Sarkar

229

Regards,

MELBARR. Digital

Department - Human Resource

MelBarr, Pune, MH, India.
Website: www.melbarr.digital
Email: hr@mel-barr.com
Contact : 7709432597

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

(96)

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Vishal Bhole

1 message

HR Department <hrd@mobiloitte.com>
To: vishal.b4646@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:14 AM

Dear Vishal Bhole,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

230

97

231

SWABHAV techlabs
Transformative Design-Driven Learning

Date : 21st February 2022

Mr. Vishnu Ramdas Shinde

Subject – Letter of Appointment as Software Engineer Trainee

Dear Vishnu,

Welcome to **Swabhav Techlabs Solutions Private Limited & Monocept.**
This is to confirm that we offer you assured placement as a Trainee-Programmer at **Monocept at the end of the Enterprise Solutions Web Developer Course at Swabhav Techlabs.**

1. **Composition and Benefits:**

i. As compensation the company shall pay you a fixed compensation of **Rs. 430,000/-**per annum.

ii. You'll be on a training period for 3 months post which you'll be inducted as a **full stack Engineer at Monocept.**

iii. You shall be eligible for leaves, reimbursements, and allowances etc. as per company (Monocept) policies.

iv. The company (Monocept) shall be entitled to make deductions from your salary and compensation for Income tax or any other tax levied by the government to be deducted at source, recovery of advances or for adjustment of over payment, deduction in salary due to unauthorized absence from duty or any other legitimate deduction.

v. Compensation will be reviewed at the sole discretion of the company (Monocept) and shall be based on satisfactory performance of the employee.

2. Probation and confirmation

You will be on probation for a period of Three months from the date of joining. On successful completion of your probation, you will be confirmed as a permanent employee.

3. Other terms and conditions

The student would be placed, as trainee for the first three-six months and then subject to performance would be confirmed as Permanent employee.
Minimum Work Period: Candidate agrees that the Role and Areas of Knowledge required to perform duties, warrant necessary training to Candidate from Monocept and substantial investment of Time and Efforts to help him/her perform the role.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Discontinuing services from Candidate's side would result in substantial losses to Monocept. Hence Candidate agrees to work for a minimum period of **Two years after the probationary period.**

- Have at-least 90 % attendance in the training
- Complete all assignments and periodic assessments
- Score at-least 70 % aggregate in all the assessments
- Abide by all the disciplinary rule and regulations
- Student will have to provide security bond (as per prevailing HR rules at the time of joining).
- After completion of Course, the Company (Monocept) shall proceed with joining formalities.
- In case, there are changes in Terms and Conditions with reference to Location, Role, Technology etc. and the same is not acceptable to the Student, Swabhav Techlabs shall not be responsible for the same.

4. Resources

- Students will use their own laptop and Study material during the lecture.
- Swabhav Techlabs will not be responsible for any hardware and software problems.
- Upon failing to adhere any of the rules mentioned above, the company reserves the right to not issue any Certification or Placement.

5. Bond

Not complying with either or all of the above clauses would lead to a legal action taken by the organization. The subjected student would also be asked to pay the sum of Rs. 100,000 additionally due to non-conforming of the said agreement.

You are requested to sign the duplicate copy of the appointment letter as acceptance of the terms and conditions of appointment.

Welcome once again and here is wishing you a great tenure and career with Swabhav Techlabs

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

Sincerely,

Dhwani Shah
HR and Admin

Signed & Accepted

Signature:

Name: Vishnu Ramdas Shinde

Date: 21 Feb 2022

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

98

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Yogesh Ravindra Aghav

1 message

HR Department <hrd@mobiloitte.com>
To: yogeshaghav1999@gmail.com
Cc: placements@dypimca.ac.in

Thu, Apr 7, 2022 at 11:17 AM

Dear Yogesh Ravindra Aghav,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDl4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

232

K. Nimbalkar

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

SANGHVI MOVERS LIMITED
Regd. Office : Survey No. 92, Tathwade
Taluka - Mulshi, Pune, Maharashtra - 411 033, INDIA.
Tel. : 8669674701/2/3/4 , 020-27400700
E-mail : sanghvi@sanghvicranes.com
Web. : www.sanghvicranes.com
CIN No. : L29150PN1989PLC054143

232

SANGHVI

Ref: SML/HR/HO/2021-22/76

Date: 4th August 2022

Sub: Offer of Employment

Dear **Mr. Yogesh Ravindra Aghav,**

With reference to your application and subsequent interview you had with us, we would like to inform you that you are selected for the Post of " **Trainee – Mobile App Developer - EDP"**

You are requested to join your duties on or before **12th September 2022** along with the following documents:

1) Educational Certificates.
2) Previous Employers Experience Certificates.
3) Previous Employers Relieving Letter.
4) Bank statement for last 3 months.
5) Address Proof.
6) ID Proof
7) Pan Card
8) 3 Passport Size Color Photographs.
9) Vaccination Certificate

We will issue an Appointment Letter as per the agreed Terms and Conditions, on the day of your joining.
Please sign the Duplicate Copy of this letter as token of your acceptance.

Thanking You.

For SANGHVI MOVERS LTD.

Sanjaykumar Londhe
Head - HR

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Bosch (BGSW) - DY Patil Pune MCA final selects

3 messages

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Fri, May 13, 2022 at 8:06 PM
To: Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Please confirm when are the exams scheduled for these students ????

Are they 3 yr or 2 yr mca course ????

-------- Forwarded message --------
From: **Dinesh Kumar T (BGSW/HRL-DA)** <DineshKumar.Thimmiah@in.bosch.com>
Date: Fri, 13 May 2022, 17:29
Subject: RE: Bosch (BGSW) - DY Patil Pune MCA final selects
To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>
Cc: **Elampanthi Boopathy (BGSW/HRL-TA)** <Boopathy.Elampanthi@in.bosch.com>, **Kumar M Sathish (GS/HRS23-IN)** <Sathish.KumarM@bosch.com>, **Mubina A Khan (GS/HRS23-IN)** <MubinaKhaleqeAnwarakhan@in.bosch.com>, Mrs. Sandhya Ingale <sandhya.ingale@dypiu.ac.in>

Dear Jasmita,

As discussed find below list of 16 MCA students who are final selects from your campus.

Please confirm on their offer acceptance asap. Also let us know when they will finish their exams and available for joining us.

Note: As discussed The selection is valid only if these students are from 2022 batch.

Feel free to call back for any clarifications.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

P15

233

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

College	Candidate Id	Candidate Name	Gender	Primary Email	Mobile	Qualification	Specialization
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385411	Anmol Kumar 152	Male	anmolx14@gmail.com	9570660225	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385417	Dipti Bansod 164	Female	diptibansod00@gmail.com	9503046632	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385401	Gayatri Shivadchandra Zad 166	Female	gayatrizad97@gmail.com	9767533556	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385431	Archana Balaji Mule 156	Female	archanabmule@gmail.com	8208733656	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385437	Akash Rane 08	Male	akashrane942@gmail.com	9850606353	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385413	Mayur Kashinath Kothawade	Male	mkothawade966@gmail.com	8007740217	MCA	Computer Application

190

DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management [illegible]i - Pune	6385463	Shivalika Srivastava 210	Female	[illegible]ka4599@gmail.com	7218997884	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385479	Prajwal Thote 107	Male	prajwal.thote@gmail.com	9405239064	MCA	Computer Science
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385445	Gayatri Narayandas Tela 32	Female	telagayatri@gmail.com	7248921818	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6384991	Aniket J Uke 10	Male	aniketuke096@gmail.com	9309540045	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385493	Sonali Govind Bolsure 220	Female	bolsuresonali7@gmail.com	9579618959	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385429	Kiran Ramkishan Padole 182	Female	padolekiran5@gmail.com	7558626912	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385399	Ankita Pravin Gaud 150	Female	ankitagaud1999@gmail.com	7218420231	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385001	Ghanshyam Vairalkar 166	Male	vairalkarg2015@gmail.com	7507845927	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385451	Saurav Borse 106	Male	sauravsborse@gmail.com	9503704872	MCA	Computer Application
DYPIMCAM Pune - D. Y. Patil Institute of Master of Computer Applications and Management Akurdi - Pune	6385495	Yogeshwar Kumar 233	Male	yogeshwarkumar58@gmail.com	7764922411	MCA	Computer Application

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4656 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in> Wed, May 18, 2022 at 10:27 AM
To: "Dinesh Kumar T (BGSW/HRL-DA)" <DineshKumar.Thimmaiah@in.bosch.com>
Cc: "Elamparithi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparithi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwarulkhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Dinesh,

Greetings of the day!

This is to inform you that all the students are available to join immediately. Due to pandemic, this is the last batch who will be appearing for their final Viva in the month of August 2022. They may be released to attend the viva. Once the dates are declared by SPPU (previously University of Pune)

Do inform us if you require any other information.

Warm Regards,

Jasmita Kaur
Dean Placement,
Dr. D. Y. Patil Educational Complex, Akurdi,
Near Akurdi Railway Station, Pune - 411 044
Mobile : 09850042835
Vice Chairman - Federation of Training & Placement Officers, India
website: http://dypcoeakurdi.ac.in
Facebook page : https://goo.gl/UNemL6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

[Quoted text hidden]

Dinesh Kumar T (BGSW/HRL-DA) <DineshKumar.Thimmaiah@in.bosch.com> Wed, May 18, 2022 at 10:33 AM
To: "Jasmita Kaur, Dean Placement - DYPEC, Ak" <placements@dypcoeakurdi.ac.in>
Cc: "Elamparthi Boopathy (BGSW/HRL-TA)" <Boopathy.Elamparthi@in.bosch.com>, "Kumar M Sathish (GS/HRS23-IN)" <Sathish.KumarM@bosch.com>, "Mubina A Khan (GS/HRS23-IN)" <MubinaKhatoon.Anwaralikhan@in.bosch.com>, Dyp placements <placements@dypimca.ac.in>

Dear Sir,

Thanks for the info.

We will plan on-boarding at the earliest possible. Hope you can issue Course completion certificate for all students as it is mandatory for us to on-board selected fresher's.

Mit freundlichen Grüßen / Best regards

Dinesh Kumar T
Digitalization and Campus Hiring (RBEI/HRL-DA)
Tel. +91 80 6657-4658 | Mobile +91 974 1707969

https://www.bosch-softwaretechnologies.com

[Quoted text hidden]

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

99

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Letter of Intent - Yogeshwar Kumar

1 message

HR Department <hrd@mobiloitte.com> Thu, Apr 7, 2022 at 11:18 AM
To: Yogeshwarkumar58@gmail.com
Cc: placements@dypimca.ac.in

Dear Yogeshwar Kumar,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 19th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6OyWDi4vwAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

233

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

DACCESS®

101

DACCESS SECURITY SYSTEMS PVT. LTD.

Office No. 5, Sr. No. 1/1a/1/7/2 & 3, Revati Arcade II, Baner, Pune, Maharashtra 411045

Date 11/07/2022

TO WHOMSEOEVER IT MAY CONCERN

This is to certified that **Ms. Anushka Chavan** pursuing his/her two years full time Master Degree in Computer Application has successfully completed three months **(From 11th Apr 2022 to 11th Jul 2022)** of Internship program in our company at Baner location.

During the period of Internship Program with us he found punctual, hardworking and inquisitive.

We wish him/her every success in life. This letter is solely issued for college purpose only.

Due to our company policy we cannot provide the source code of the project.

Kind Regards,

Namrata Pawar,

Director

DAccess Security System Pvt. Ltd.

http://www.daccess.co.in/

Pune

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

12

DAccess Security Systems Pvt. Ltd.
Office No. 5,
Sr. No. 1/1a/1/7/2 & 3,
Revati Arcade II,
Baner, Pune, Maharashtra 411045
Mail: sales@daccess.co

ACCESS®

102

Parangoma Bh... 12/1/22
to me, Isha, Arbaaz

Dear Ms. Rarkha Randec,

Congratulations !!!

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as "**Junior Business Analyst**" - **Shift Timing - 10 AM to 7 PM** in Paradiso Software Pvt. Ltd. with a start date **of 25th of January 2022 (Tuesday)**

We believe your skills and experience are an excellent match for our company. This is an informal email offer which, on your acceptance, will be followed by a formal offer letter.

As we discussed, **your stipend will be Rs. 6000 during the training period of 6 months from the date of joining and your all-inclusive CTC is set at INR 02.40 lacs per annum based on your performance after 6 months of the training period.** If you are satisfied with the offer kindly acknowledge the offer acceptance by day, **22nd of January 2022 (Saturday)** failing which it will be considered as offer rejection. You can indicate your acceptance by simply "replying-all" to this email. From the date of your joining, you will be entitled to 15 Earned leaves per year apart from holidays only after completion of the 6 months' training period.

Details of your traineeship & employment with us:

1. **Designation**: Junior Business Analyst
2. **Date of Joining**: 25th January 2022
3. **Work Location**: Pune
4. **Reporting Time**: 10:00 AM to 07:00 PM (Subject to change based on urgency)
5. **Working Days:** Monday to Friday
6. **Minimum Two Years Commitment**: You acknowledge that substantial costs have been invested in the selection process and for training you and, as such, you undertake not to leave the services of the Company, for any reason whatsoever, for a minimum period of Two (2) years from the date of joining the services of the Company. In case, for any reason, you leave the services of the Company before the said period of two years, then you shall forthwith to pay 6 months' Gross salary (last drawn) being the compensation for the monetary and non-monetary costs incurred by the Company.
7. **Notice Period:** 3 months (90 days)
8. **Medical Fitness:** By accepting this offer, There is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. Currently You do not have any medical conditions as far you know which will require you to take frequent leaves.

K.Nanda

DIRECTOR

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

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

Your employment with Paradiso Software Pvt. Ltd. is at will and either party can terminate the employment relationship at any time. Our offer is strictly contingent upon your successful background check.

103

37

PENTAGON SPACE
Mastering The Future

CSR Campus Drive - 2022

Dear Dhiraj Bhor,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes.

D. Y. Patil Institute of Management Akurdi, Pune 411 044

K. Nimbalkar

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

Madhusudan. H

Head Talent Acquisition & Technical Consultant

(104)

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Selected student in Posit Source internship recruitment drive 2021-2022

1 message

Prajakta Wagh <prajakta@positsource.com> Thu, Nov 11, 2021 at 8:35 PM
To: Rahul Chaudhari - TPO <placements@dypimca.ac.in>
Cc: Sonal Nimbalkar <hr@positsource.com>, Ishwar Sutar <ishwar@positsource.com>

Hello TPO

We at Posit Source Technologies Pvt. Ltd. are glad to inform you that we have selected 1 student of MCA from D Y Patil college (DYPIMCAM) as an intern.

Here is the name of student that we have selected:

1. Dhiraj Avasthi

The recruitment process was held at Posit Source Technologies on 11th Nov 2021.

The full-time internship will start in the first week of January 2022.

Please make sure that this student is not allowed to appear for any other recruitment drive held inside or outside of the college campus.

Thanks and Regards,
Prajakta Wagh
HR, Posit Source Technologies Pvt. Ltd.
Contact No.: +91 9763329411
Email Id: prajakta@positsource.com

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

39

CIN : U72900PN2021PTC99523

Globeminds Technology Pvt. Ltd.

Date :- 05/09/2022

TO WHOM IT MAY CONCERN

We present this certificate to **Miss. Manisha Avdhoot Tayade** in appreciation of his work as a 'java' programming intern under the leadership of **Mr. Jitendra Patil** from 15th January 2022 in Globeminds Technology Pvt. Ltd. at Pune.

She is Currently started working on a **'Campus Training and Placement Portal'** project from 25th May 2022 .

During the period of his/her internship , he/she found sincere ,smart working and inquisitive.

We wish him/her success for future endeavours .

Sincerely,
Globeminds Technology Pvt. Ltd.

HR Manager

Pandurang Mane

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Office No.10,4th Floor, Devika Heights, Near Regent Hotel, Opp. Shivaji Statue, Shivaji Nagar, Pune 411005.
88568 23361/ 90281 84488 info@globemindstechnologies.com www.globemindstechnologies.com

106

Web Soft IT Solution

WEB SOFT IT SOLUTION

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-WS1972-2021

To Whomsoever It May Concern

This is to certify that **Ms. Gauri Satish Kamble** student from **"D.Y.Patil Institute of MCA and Management, Akurdi, Pune"** has successfully delivered Internship on **"Courier Management System"** as a partial fulfillment of requirement towards of her project.

University Name- Savitribai Phule Pune University, Pune.

Duration- 21st July 2022 to 24th November 2022

As abided by intellectual property and confidentiality policy of WEBSOFT IT SOLUTION Pune.

We wish her every success in life.

47

Websoft IT Solution Pune

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

K. Nimbalkar

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

For Web Soft IT Solution Pune

HR and Operations

Proceed Technologies

Date: 19-09-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Himani Upreti is a student** of MCA final year, DY. Patil College of MCA, Akurdi-Pune has partially completed a project titled "Old Age Home Management System" in the internship program from 18 May 2022 to till date at the Pune branch of our organization.

During the internship program with us she was hardworking, punctual and dedicated.

We thank her for her contribution and wish her success in her future endeavors.

For Proceed Technologies Pvt. Ltd.

PROCEED TECHNOLOGIES PVT LTD PUNE

Director
Sameer Laghate

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Proceed Technologies Pvt. Ltd.
1F Prathamesh, Mohan Nagar, Baner, Pune 411045

Elevat IQ

7631 Priory Crescent, Mississauga, ON L4T 3H4
P: 917-551-6659 | E: hello@elevatiq.com | www.elevatiq.com

Independent Contractor Agreement

This Independent Contractor Agreement ("Agreement") is made and entered into by the undersigned parties: *ElevatIQ. Inc.* (known as the "Company") with its registered office at 7631 Priory Crescent, Mississauga, ON L4T 3H4 and *Neethu Rajesh Kuttiyil* (known as the "Contractor").

In consideration of the promises, rights and obligations set forth below, the parties hereby agree as follows:

1. Term

The term of this Agreement shall begin on *Sep 12th, 2022* and continue until *Dec 31st, 2030*, unless terminated earlier as set forth in this Agreement. The term of this Agreement may be extended by mutual agreement between the parties.

2. Services

The Contractor will provide the services set out in Schedule "B" to this agreement:

The Contractor shall take direction from the assigned manager at ElevatIQ or as directed by Company's Board of Directors. Additional services or amendments to the services described above may be agreed upon between the parties.

3. Compensation

Subject to providing the services as outlined above, the Contractor will be paid as per the compensation structure set out in Schedule "C" to this agreement. The Company will be invoiced as per the terms set out in Schedule "C" to this agreement, with payment due within the business days of receipt of the invoice as set out in Schedule "C" to this agreement.

4. Relationship

The Contractor will provide the Contractor's services to the Company as an independent contractor and not as an employee.

Accordingly:

- The Contractor agrees that the Company shall have no liability or responsibility for the withholding, collection or payment of any taxes, employment insurance premiums or Ontario Pension Plan contributions on any amounts paid by the Company to the Contractor or amounts paid by the Contractor to its employees or contractors. The Contractor also agrees to indemnify the Company from any and all claims in respect to the Company's failure to withhold and/or remit any taxes, employment insurance premiums or Ontario Pension Plan contributions.

- The Contractor agrees that as an independent contractor, the Contractor will not be qualified to participate in or to receive any employee benefits that the Company may extend to its employees.

K.Nimrah

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Scanned with OKEN Scanner

- During the term of this contract, the Contractor shall faithfully serve ElevatIQ and shall not, during the term, be employed or engaged in any capacity in promoting, or undertaking any other business that may be in conflict with ElevatIQ, without the prior written approval of the ElevatIQ management.

- The Contractor has no authority to and will not exercise or hold itself out as having any authority to enter into or conclude any contract or to undertake any commitment or obligation for, in the name of or on behalf of the Company.

5. Confidentiality and Intellectual Property

The Contractor hereby acknowledges that it has read and agrees to be bound by the terms and conditions of the Company's confidentiality and proprietary information agreement attached hereto as Schedule "A" and which forms an integral part of this Agreement. If the Contractor retains any employees or contractors of its own who will perform services hereunder, the Contractor shall ensure that such employees or contractors execute an agreement no less protective of the Company's intellectual property and confidential information than the attached agreement.

The Contractor hereby represents and warrants to the Company that it is not party to any written or oral agreement with any third party that would restrict its ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform the Contractor's obligations hereunder and that the Contractor will not, by providing services to the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.

The Contractor hereby agrees that, during the term of this Agreement and for one (1) year following the termination hereof, the Contractor will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of any Company employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of the Company in a manner that conflicts with or interferes in the business of the Company as conducted with such customer or supplier.

6. Termination

The independent contractor relationship contemplated by this Agreement is to conclude on *December 31st, 2030* unless terminated earlier as set forth below. The Contractor agrees that no additional advance notice or fees in lieu of notice are required in the event the relationship terminates on *December 31st, 2030.*

The Contractor agrees that the Company may terminate this Agreement at any time without notice or any further payment if the Contractor is in breach of any of the terms of this Agreement.

The Company may terminate this Agreement at any time at its sole discretion, upon providing to the Contractor *30* calendar days advance written notice of its intention to do so or payment of fees in lieu thereof, unless the contract is terminated for disciplinary reasons or poor performance.

The Contractor may terminate this Agreement at any time at its sole discretion upon providing to the Company *30* calendar days notice of Contractor's intention to do so. Upon receipt of such notice the

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

Scanned with OKEN Scanner

Company may waive notice in which event this Agreement shall terminate immediately.

7. **Obligations Surviving Termination of this Agreement**
All obligations to preserve the Company's Confidential Information, Intellectual Property and other warranties and representations set forth herein shall survive the termination of this Agreement.

8. **Entire Agreement**
This Agreement, together with the Confidentiality and Proprietary Information Agreement, represents the entire agreement between the parties and the provisions of this Agreement shall supersede all prior oral and written commitments, contracts and understandings with respect to the subject matter of this Agreement. This Agreement may be amended only by mutual written agreement of the party.

9. **Assignment**
This Agreement shall inure to the benefit of and shall be binding upon each party's successors and assigns. Neither party shall assign any right or obligation hereunder in whole or in part, without the prior written consent of the other party.

10. **Governing Law and Principles of Construction.**
This Agreement shall be governed and construed in accordance with the laws of Ontario. If any provision in this Agreement is declared illegal or unenforceable, the provision will become void, leaving the remainder of this Agreement in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives, effective as of the day and year first above written.

COMPANY REPRESENTATIVE

By: _____

Name: Sam Gupta

Date: Sep 8th, 2022

CONTRACTOR

By: _____

Name: Neethu Rajesh Kuttiyil

Date: Sep 8th, 2022

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Scanned with OKEN Scanner

Schedule "A"

ELEVATIQ, INC CONFIDENTIALITY AGREEMENT

In consideration of your engagement as an independent contractor or consultant with ElevatIQ, Inc. (the "**Company**") with its registered office at 7631 Priory Crescent, Mississauga, ON L4T 3H4, the undersigned (the "**Consultant**") agrees and covenants as follows:

1. Engagement with the Company as an independent contractor or consultant will give the Consultant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as "**Confidential Information**"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.

2. As referred to herein, the "Business of the Company" shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.

3. The Consultant may in the course of the Consultant's Engagement with the Company conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "**Proprietary Property**"). The Company shall exclusively own, and the Consultant does hereby assign to the Company, all Proprietary Property which the Consultant conceives, develops or contributes to in the course of the Consultant's Engagement with the Company and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. Material or information conceived, developed or contributed to by the Consultant outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or information relates to the Business of the Company. The Consultant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.

4. The Consultant shall, both during and after the Consultant's Engagement with the Company, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Consultant may, however, use or disclose Confidential Information which:

   (i) is or becomes public other than through a breach of this Agreement;
   (ii) is known to the Consultant prior to the date of this Agreement and with respect to which the Consultant does not have any obligation of confidentiality; or

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411044

Scanned with OKEN Scanner

(iii) is required to be disclosed by law, whether under an order of a court or government tribunal or other legal process, provided that Consultant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Consultant.

The Consultant shall return or destroy, as directed by the Company, Confidential Information, Proprietary Property and any other Company property to the Company upon request by the Company at any time. The Consultant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information, Proprietary Property or Company property has been returned or destroyed, as applicable.

5. The Consultant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the course of the Consultant's Engagement with the Company.

6. At the reasonable request and at the sole expense of the Company, the Consultant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property, the Company property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.

7. The Consultant hereby irrevocably and unconditionally waives all moral rights the Consultant may now or in the future have in any Proprietary Property.

8. The Consultant agrees that the Consultant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably require to protect confidential information or proprietary property.

9. Regardless of any changes in position, fees or otherwise, including, without limitation, termination of the Consultant's Engagement with the Company, unless otherwise stipulated pursuant to the terms hereof, the Consultant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.

10. The Consultant agrees that the Consultant's sole and exclusive remedy for any breach by the Company of this Agreement will be limited to monetary damages and in case of any breach by the Company of this Agreement or any other Agreement between the Consultant and the Company, the Consultant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.

K.Nimbalkar

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Scanned with OKEN Scanner

11. The Consultant acknowledges that the services provided by the Consultant to the Company under this Agreement are unique. The Consultant further agrees that irreparable harm will be suffered by the Company in the event of the Consultant's breach or threatened breach of any of his or her obligations under this Agreement, and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Consultant from engaging in or continuing any such breach hereof. Any claims asserted by the Consultant against the Company shall not constitute a defence in any injunction action, application or motion brought against the Consultant by the Company.

12. This Agreement is governed by the laws of the State of Ontario and the parties agree to the non-exclusive jurisdiction of the courts of the State of Ontario in relation to this Agreement.

13. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted and the other provisions shall remain in effect.

IN WITNESS WHEREOF the Company and the Consultant have caused this Agreement to be executed as of the 8th day of Sep 2022.

[ELEVATIQ, INC]

Per: _____
Name: Sam Gupta
Title: President

CONSULTANT

Name: Neethu Rajesh Kuttiyil

WITNESS

Name: Nayana Dhawade

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Scanned with OKEN Scanner

Schedule "B"

Position and Duties

Start Date:	Sep 12th, 2022
Position:	Technical Consultant
Duties (but not limited to:	• Plan and consult with internal/external customers on business process improvements in order to configure the system features/functions to client requirements and needs. • Help business and quality analysts with the technical understanding of the systems to help them produce requirement and quality specifications. • Contributing to the technical design, prototyping, and proof of concepts. • Write code and test various system components and debug issues • Test the systems as per clients' requirements and fix the issues as reported by business consultants. • Fix issues during various testing phases and help architects with migration and cut-over planning. • Write database scripts for historical and one-off data migration from various systems • Maintain subject-matter expertise on multiple ERP systems and support the pre- and post- sales process • Maintain subject-matter expertise on multiple technologies including open source and proprietary, front end and back end. • Manage various engagements concurrently with aggressive timelines; outline implementation objectives, issues, findings and recommendations in a variety of client situations. • Work as a team with other consultants to assess client implementation needs, craft innovative solutions and implement these plans to a level which exceed client expectations. • Build and maintain client relationships. • Go through the required trainings and maintain knowledge of industry, trends, technologies, processes, and the tools used

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Application and Management
Akurdi, Pune-411044

Scanned with OKEN Scanner

	• Collaborate with team members and work as a team to help management form a well-functioning team • Other administrative tasks as required
Key Performance Indicators:	• # of satisfied clients and referrals directly attributed to consultant's performance • Avg time to find solutions to problems and responsiveness to clients and to the management • # of projects delivered and supported per quarter with greater than 9.0 GPA • # of projects closed per quarter purely attributed to consultant's involvement • # of opportunities generated with the existing customers because of resourcefulness and entrepreneurial skills of the consultant • # of pleased partners and deals generated directly attributed to consultant's performance
Benefits:	As outlined in ElevatIQ's benefits program.
Non-solicit Period	12 Month
Non-compete Period	12 Month

Schedule "C"

Salary, Commissions, and Vacations

Salary:	The contractor will be paid INR 3.5 lakhs per annum as a compensation.
Work Hours:	The contractor is required to work in the time zone as per company policy.
Work Location:	Pune, India
Payment Terms:	The contractor will be paid at the end of each month.
Vacation:	NA

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

Scanned with OKEN Scanner

DocuSign Envelope ID: 26191DDB-8524-447B-B19D-79D4EB8A2554

TechVerito

109

TechVerito/HR/Internship/**2022**

Date: 19/09/2022

Employee Code: **0063**
Employee Name: **Hrushikesh Makarand Pardeshi**

TO WHOMSOEVER THIS MAY CONCERN

This is to certify that Mr. **Hrushikesh Makarand Pardeshi** Pursuing an MCA from D. Y. PATIL INSTITUTE OF MASTER OF COMPUTER APPLICATIONS AND MANAGEMENT, Akurdi, Pune has Successfully Completed the following his personal project using ReactJS, React Native, Express.js, MongoDB and Stripe API.
Project Name- Cafe Management

As part of his Industrial Training period from **Nov 2021** to **May 2022** as per expectation in the academic year 2021-2022. He was involved in all phases of the development of this project. I found him sincere about completing his Project assignment in a timely manner.

For, **TechVerito Software Solutions LLP**

DocuSigned by:
Bhushan Chordia
1A969FDAFFE8452...

Bhushan Chordia
Organization Builder

TechVerito Software Solutions LLP PUNE

55

D. Y. Patil Institute of M.C.A. and Management Akurdi, Pune 411 044

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

SHRAVI IT SOLUTIONS

Date : September 12th 2022
Ref : SIT/Certificate/107

Certificate of Completion

To Whom It May Concern

This is to certify that **Mr. Prajanyu Sunil** Kuratkar, MCA final student of **Dr. D Y Patil Institute of Master of Computer Applications and Management, Akurdi, Pune** has partially completed the project assigned to him entitled – " **Hostel Management System** " with **Shravi IT Solutions, Pune** as part of his MCA , 4th semester project.

He has done his project during the period of June 10th 2022 to till date to the completion of this project. The project is a Web based Application developed and designed as per client requirement.

This letter is solely issued for college purpose only upon his request.
We wish him success in future endeavors.

Kind regards,

SHRAVI IT SOLUTIONS Pune

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

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

Mr. Babasaheb Shankar Kamble
Director/Project Guide

Shravi IT Solutions
Opposite of Monibaba Ashram,
Akurdi, Pune (411035)

Contact No. : 9766498983
Email Address : shraviitsolutions@gmail.com
Website : www.shraviitsolutions.in

Scanned with OKEN Scanner

112

SHRAVI IT SOLUTIONS

Date : September 14th 2022
Ref : SIT/Certificate/106

Certificate of Completion

To Whom It May Concern

This is to certify that **Mr. Pranav Arun Waykar**, MCA final student of **Dr. D Y Patil Institute of Master of Computer Applications and Management, Akurdi, Pune** has partially completed the project assigned to him entitled – " **Car Hire System** " with **Shravi IT Solutions, Pune** as part of his MCA , 4th semester project. The project is an Android based Application developed and designed as per following client requirement:

- System is designed to aid the car hire company to enable hiring of cars through an online system.
- Providing car catalog to the customers so that they can choose the best option based on their concern.
- Company should be able to manage the catalog by adding or removing the cars based on their availability and allows only authorized Customers (Driver License) to rent a car.

He has done his project during the period of June 10th 2022 to till date to the completion of this project.
This letter is solely issued for college purpose only upon his request.
We wish him success in future endeavors.

Kind regards,

Mr. Babasaheb Shankar Kamble
Director/Project Guide

SHRAVI IT SOLUTIONS Pune

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

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

Shravi IT Solutions
Opposite of Monibaba Ashram,
Akurdi, Pune (411035)

Contact No. : 9766498983
Email Address : shravitsolutions@gmail.com
Website : www.shravitsolutions.in

HEALTHLEVEL
uncommon insight

(11A)

Date: 20th August 2022

Certificate of Completion

To Whom It May Concern,

This is to certify that **Miss.Neha PremPrakash Kesri** of **D.Y.Patil college of MCA and Management Akurdi, Pune** of the batch 2019-2022 has completed Software Development of **Homemade Snacks and Pickle Ordering System " in "PHP and JavaScript "**

Project Duration: 5th March 2022 to 10th August 2022

We wish her "All the Best" for future endeavors.

For Healthlevel India Pvt Ltd.

Alpa Parmar

HR

D.Y. Patil Institute of Management Akurdi, Pune 411 044

K.Nimbalkar

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

83

115

INTELIZIGN

Dear Mr./Ms. Radha Nathrao Kambale,

This letter is to confirm our discussions and offer you a position of **Software Trainee** in **Intelizign Lifecycle Services Pvt. Ltd. ('Company').** We are pleased to inform that you can join us on **1st July 2022** at our **Pune** office.

1 **COMMENCEMENT OF EMPLOYMENT**

You will initially be on probation for a period of 12 months from your Date of joining with Intelizign. After 12 months based on your performance, you will be employed by the Company on permanent role. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company.

2 **SALARY AND GENERAL TERMS OF CONDITIONS**

During Probation, your gross salary including all benefits will be **Rs. 414692/-per annum, including taxable and non-taxable allowances**. Please refer details in 'Annexure A'. The general terms and conditions of your employment are mentioned in Annexure B.

3 **HOLIDAYS**

You can get Holidays list from HR department. Alternatively, this can be viewed from Company's portal i.e. iConnect https://iconnect.intelizign.com.

4 **LEAVES**

During probation period:

First 12 months i.e. from the date of joining the company, you shall be entitled to take 1 day leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Paid Leave – 12 days; Casual Leave – 6 days; Sick Leave – 5 (besides Maternity leave, Paternity Leave, Diversity Day off as applicable) in a financial year on a pro-rated basis. For more details, please refer to our Leave Policy.

5 **TERMINATION**

During the probationary period, your services are liable to be terminated at any time, without any notice or commission or assigning of any reasons thereof and at the sole discretion of the Company

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

86

6 **ACCEPTANCE OF APPOINTMENT**

Please confirm your acceptance by signing and returning the duplicate copy of this letter on the same day of receipt of this appointment letter, failing which it stands void and null.

'ANNEXURE A' AND 'ANNEXURE B'

'Annexure A' and 'Annexure B' is part of this document(attached)

If you have any questions, please do not hesitate to call.

Sincerely,

Dy. General Manager, Human Resources
Intelizign, India

ACCEPTANCE OF EMPLOYEE

I, **Sanket Anil Khule**, have read and clearly understood the above as well Annexure A & Annexure B, the terms governing my services and employment with the Intelizign Lifecycle Services Pvt Ltd., and the same are acceptable to me. I have understood that failure to do so might result in termination, disciplinary and or legal action.

Place:

Signed by the Employee:

Date:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

INTELIZIGN

ANNEXURE "A" TO THE APPOINTMENT LETTER
EMPLOYEE COMPENSATION PACKAGE

Name : **Mr/Ms. Radha Nathrao Kambale,**
Job Title : **Software Trainee**

1. **Break-up of the present salary, benefits, and perquisites**

Salary Components	Monthly (Rs)	Annual (Rs)
Salary Break-up		
Basic	16800	201600
HRA	8400	100800
Lunch Allowance	2500	30000
Transport Allowance	1600	19200
Medical Allowance	2085	25020
Special Allowance	1948	23376
Monthly Gross (A)	***33333***	***399996***
Statutory Benefits (B)		
Gratuity (As per Act)	808	9696
Total CTC - (A+B)	***34141***	***409692***
Mediclaim Insurance*		5000
Total		***414692***

* Mediclaim Insurance amount is not considered for next year's appraisal process.

2. **Gratuity:** You will be entitled to Gratuity as per the Gratuity Act, India

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

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

JMN INFOTECH
An ISO 9001:2008 Company

IAS-ANZ

Date:19/09/2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Rohit Prashant Chaudhari Pursuing his two years full time Master's Degree in Computer Applications has successfully completed project, "Helper (Courier Service)" in three months (from 7th June 2022 to 30th August 2022) with following requirements.

- Software Requirements must be available.
- Application Code should be fully developed.
- UML Model Should be ready.
- Test Case Should be passed.

During the period of his work with us he was found punctual, hardworking, and inquisitive.

We wish him very success in life. This letter is issued for college purpose only.

Thanks & Regards,

JMN INFOTECH PVT LTD

KASHIK

JMN INFOTECH PVT. LTD.

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

K. Nimbalkar

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

117

DACCESS®

DACCESS SECURITY SYSTEMS PVT. LTD.

Office No. 5, Sr. No. 1/1a/1/7/2 & 3, Revati Arcade II, Baner, Pune, Maharashtra 411045

Date 24/06/2022

TO WHOMSEOEVER IT MAY CONCERN

This is to certified that **Mr. Rohith Sanjay Parjane** pursuing his/her two years full time Master Degree in Computer Application has successfully completed five months **(From 24th Jan 2022 to 24th Jun 2022)** of Probation And now he is working in our company as **Designation: UI/UX Designer (Full Time)** at Baner location.

During the period of probation and Full-time job Program with us he found punctual, hardworking and inquisitive.

We wish him/her every success in life. This letter is solely issued for college purpose only.

Due to our company policy we cannot provide the source code of the project.

DAccess Security Systems Pvt. Ltd. Pune

Kind Regards,

Namrata Pawar,

Director

DAccess Security System Pvt. Ltd.

http://www.daccess.co.in/

D. Y. Patil Institute of Management Akurdi, Pune 411 044

K. Nimbalkar

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

DAccess Security Systems Pvt. Ltd.
Office No. 5,
Sr. No. 1/1a/1/7/2 & 3,
Revati Arcade II,
Baner, Pune, Maharashtra 411045
Mail: sales@daccess.co

DACCESS®

94

FACILE

Dear **Rupali Thorve**

13th May 2022

Sub: Offer Letter

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us we are very pleased to offer you the position as **"Junior Software Engineer"** in our organization at an **Annual CTC 3,50,000/- (Three Lakh and Fifty Thousand only).**

You would be on a **Probation Period** of **06** months effective from your date of joining.

Performance Incentive:
The **Annual CTC** includes a **Performance Incentive** of **INR 30,000/-** per annum **(Thirty Thousand only)** payable on **completion of 01 year continuous service with us.** The Company may, at its sole discretion, provide any additional incentives to you, linked to your performance and depending on the Company's financial performance, in the form and manner determined by the Company ("Performance Incentive"). You shall be entitled to such Performance Incentive, if granted, if eligible and only if you are in the regular employment of the Company (i.e. the Letter is subsisting or no notice of termination either voluntary or otherwise has been served either by you or the Company) on the date when the Performance Incentive is due and payable to you. You will be paid incentive by the Company as per the policy formulated by the Company in this regard. The incentives payouts are subject to changes/revisions at the sole discretion of the management.

Retention Bonus:
No Retention Bonus.

You are required to submit the following documents (photocopy) at the time of joining us:
- Proof of identification - photocopy of Election card/PAN card
- Proof of Address (current and Permanent both)
- Photocopy of passport/Ration card/Driving/License/Lease Agreement)
- All Educational certificates (School & College).
- All Professional certificates/relevant documents.
- Last drawn salary slip from the previous organization.
- Clearance/No Dues Certificate/Resignation Acceptance Letter from previous employer, if applicable.
- Latest Form 16 (if you are an IT assessed)
- Two passport size photographs (white background ONLY)

Please bring your original documents at the time of joining for the verification purpose and submit a copy of the Resignation Letter from your previous employer within one (01) week from the issue of this Offer letter. If we do not receive offer acceptance within 03 working days your offer stands cancelled.

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

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

You are required to join us on or before **16th May 2022 at 01:00 pm** at our **Pune** office, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Look forward to a long & meaningful association with you.

Thanking you

For Facile Info-Serv Pvt Ltd,

Deepak Sham Vairat

Senior Manager - Human Resources

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

DIRECTOR

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

Akurdi, Pune-411 044

hr@facileserv.com, info@facileserv.com

020-46260000 , 020-46260001

CIN: U72900MH2018OPC306630

www.facileserv.com

(119)

INTELIZIGN

Dear Mr./Ms. Sanket Anil Khule,

This letter is to confirm our discussions and offer you a position of **Software Trainee** in **Intelizign Lifecycle Services Pvt. Ltd. ('Company').** We are pleased to inform that you can join us on **1st July 2022** at our **Pune** office.

1 **COMMENCEMENT OF EMPLOYMENT**

You will initially be on probation for a period of 12 months from your Date of joining with Intelizign. After 12 months based on your performance, you will be employed by the Company on permanent role. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company.

2 **SALARY AND GENERAL TERMS OF CONDITIONS**

During Probation, your gross salary including all benefits will be **Rs. 414692/-per annum, including taxable and non-taxable allowances**. Please refer details in 'Annexure A'. The general terms and conditions of your employment are mentioned in Annexure B.

3 **HOLIDAYS**

You can get Holidays list from HR department. Alternatively, this can be viewed from Company's portal i.e. iConnect https://iconnect.intelizign.com.

4 **LEAVES**

During probation period:

First 12 months i.e. from the date of joining the company, you shall be entitled to take 1 day leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Paid Leave – 12 days; Casual Leave – 6 days; Sick Leave – 5 (besides Maternity leave, Paternity Leave, Diversity Day off as applicable) in a financial year on a pro-rated basis. For more details, please refer to our Leave Policy.

5 **TERMINATION**

During the probationary period, your services are liable to be terminated at any time, without any notice or commission or assigning of any reasons thereof and at the sole discretion of the Company

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

K. Nimbalkar

DIRECTOR

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

Akurdi, Pune

99

6 **ACCEPTANCE OF APPOINTMENT**

Please confirm your acceptance by signing and returning the duplicate copy of this letter on the same day of receipt of this appointment letter, failing which it stands void and null.

'ANNEXURE A' AND 'ANNEXURE B'

'Annexure A' and 'Annexure B' is part of this document(attached)

If you have any questions, please do not hesitate to call.

Sincerely,

Dy. General Manager, Human Resources
Intelizign, India

ACCEPTANCE OF EMPLOYEE

I, **Sanket Anil Khule**, have read and clearly understood the above as well Annexure A & Annexure B, the terms governing my services and employment with the Intelizign Lifecycle Services Pvt Ltd., and the same are acceptable to me. I have understood that failure to do so might result in termination, disciplinary and or legal action.

Place:

Signed by the Employee:

Date:

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

INTELIZIGN

ANNEXURE "A" TO THE APPOINTMENT LETTER
EMPLOYEE COMPENSATION PACKAGE

Name : **Mr/Ms. Sanket Anil Khule,**
Job Title : **Software Trainee**

1. Break-up of the present salary, benefits, and perquisites

Salary Components	Monthly (Rs)	Annual (Rs)
Salary Break-up		
Basic	16800	201600
HRA	8400	100800
Lunch Allowance	2500	30000
Transport Allowance	1600	19200
Medical Allowance	2085	25020
Special Allowance	1948	23376
Monthly Gross (A)	***33333***	***399996***
Statutory Benefits (B)		
Gratuity (As per Act)	808	9696
Total CTC - (A+B)	***34141***	***409692***
Mediclaim Insurance*		5000
Total		***414692***

* Mediclaim Insurance amount is not considered for next year's appraisal process.

2. Gratuity: You will be entitled to Gratuity as per the Gratuity Act, India

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimb

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

Parangoma Bh... 1/9/2022
to me, Isha, Arbaaz

Dear Ms. Barkha Nander,

Congratulations !!!

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as "**Junior Business Analyst**" . **Shift Timing - 10 AM to 7 PM** in Paradiso Software Pvt. Ltd. with a start date **of 25th of January 2022 (Tuesday)**

We believe your skills and experience are an excellent match for our company. This is an informal email offer which, on your acceptance, will be followed by a formal offer letter.

As we discussed, **your stipend will be Rs. 6000 during the training period of 6 months from the date of joining and your all-inclusive CTC is set at INR 02.40 lacs per annum based on your performance after 6 months of the training period.** If you are satisfied with the offer kindly acknowledge the offer acceptance by day, **22nd of January 2022 (Saturday)** failing which it will be considered as offer rejection. You can indicate your acceptance by simply "replying-all" to this email. From the date of your joining, you will be entitled to 15 Earned leaves per year apart from holidays only after completion of the 6 months' training period.

Details of your traineeship & employment with us:

1. **Designation**: Junior Business Analyst
2. **Date of Joining**: 25th January 2022
3. **Work Location**: Pune
4. **Reporting Time**: 10:00 AM to 07:00 PM (Subject to change based on urgency)
5. **Working Days:** Monday to Friday
6. **Minimum Two Years Commitment**: You acknowledge that substantial costs have been invested in the selection process and for training you and, as such, you undertake not to leave the services of the Company, for any reason whatsoever, for a minimum period of Two (2) years from the date of joining the services of the Company. In case, for any reason, you leave the services of the Company before the said period of two years, then you shall forthwith to pay 6 months' Gross salary (last drawn) being the compensation for the monetary and non-monetary costs incurred by the Company.
7. **Notice Period:** 3 months (90 days)
8. **Medical Fitness:** By accepting this offer, There is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. Currently You do not have any medical conditions as far you know which will require you to take frequent leaves.

Your employment with Paradiso Software Pvt. Ltd. is at-will and either party can terminate the employment relationship at any time. Our offer is strictly contingent upon your successful background check.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

120

SHRAVI IT SOLUTIONS

Date : September 13th 2022
Ref : SIT/Certificate/102

Certificate of Completion

To Whom It May Concern

This is to certify that **Mr. Shriram Raosaheb Abhale**, MCA final student of **Dr. D Y Patil Institute of Master of Computer Applications and Management, Akurdi, Pune** has partially completed the project assigned to him entitled – **" Bike Hire System "** with **Shravi IT Solutions, Pune** as part of his MCA , 4th semester project. The project is an Android based Application developed and designed as per following client requirement:

- System is designed to aid the bike hire company to enable hiring of bikes through an online system.
- Customer should be able to hire bike on hourly, daily, and weekly basis.
- Company should be able to manage the catalog by adding or removing the bikes based on their availability and allows only authorized Customers (Driver License) to rent a bike.

He has done his project during the period of June 6th 2022 to till date to the completion of this project.

This letter is solely issued for college purpose only upon his request.
We wish him success in future endeavors.

Kind regards,

10'8

Mr. Babasaheb Shankar Kamble
Director/Project Guide

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

SHRAVI IT SOLUTIONS Pune

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Compu
Applications and Management

Shravi IT Solutions
Opposite of Monibaba Ashram,
Akurdi, Pune (411035)

Contact No. : 9766498983
Email Address : shraviitsolutions@gmail.com
Website : www.shraviitsolutions.in

(121)

PREDIKLY

APPOINTMENT LETTER

Mar 15, 2022
Ms. Pratiksha Raut
Pune, India

Dear **Pratiksha**,

We have pleasure in appointing you in our company as **Software Developer** at Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to company policy.

1. APPOINTMENT

a. Your date of appointment will be **Mar 16, 2022 (Wednesday)**.

b. The retirement age is 58 years.

c. You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of the service applicable to the new assignment.

2. COMPENSATION

a. You will be eligible to receive the **annual salary of Rs. 3,12,000 (Indian Rupees Three Lakhs and Twelve Thousand Only)** in the first year of employment. Please see the salary offer attached with this letter for more details.

b. Your salary will be reviewed periodically as per company policy.

c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria. If company decides or mandated to provide Provident Fund, your salary will be restructured accordingly.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

PREDIKLY

3. OTHER BENEFITS

You will be entitled to the following:

a. Leaves, holidays, working hours as applicable to your category of employees and location of posting.

b. Perquisites, if any, as applicable to your category of employees and / or based on functional requirements as determined by the company.

c. You will be entitled to the provident fund (EPF) scheme. The Employer PF Contribution component along with amount deducted against Employee PF contribution from your monthly salary, will be deposited to your PF account on monthly basis. If you already have PF account, you can transfer the same. Else new PF account will be created for you. Your salary may be restructured to take care of regulatory requirements.

4. RESPONSIBILITIES

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Predikly Technologies, whether directly or indirectly.

b. You will be required to undertake travel on company work for which you will be reimbursed travel expenses as per the company policy applicable to you.

c. We at Predikly Technologies are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the company including the Information security policy and other policies as they form an integral part of the terms of employment with Predikly Technologies. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.

d. Consistent with © above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the policies or this letter, shall immediately be brought to the notice of your immediate manager.

e. In connection with your employment and during the term of your employment, you shall disclose and assign to Predikly Technologies as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the policies of the company in relation to intellectual property.

D. Y. Patil Institute of MCA and Management

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

PREDIKLY

5. CONFLICT OF INTEREST

a. You are required to engage yourself exclusively in the work assigned by Predikly Technologies and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your manager.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interest of Predikly Technologies.

c. As per company policy, there is need on your part, during your employment and for a period of one year from the cessation of employment with Predikly Technologies (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

1. Any employee of Predikly Technologies to terminate their employment with Predikly Technologies or to accept employment with any competitor, supplier or any customer with whom you have a connection.
2. Any customer or vendor of Predikly Technologies to move his existing business with Predikly Technologies to a third party or to terminate his business relationship with Predikly Technologies.
3. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your manager, understand the position of Predikly Technologies and resolve the conflict.

6. CONFIDENTIALITY

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all the confidential information (as defined from time to time in the confidentiality policy of the company) and shall not use or divulge or disclose any such confidential information except as may be required under obligation of law or as may be required by Predikly Technologies and in the course of your employment. This covenant shall endure during your employment and for a period of one year from the cessation of your employment with Predikly Technologies (irrespective of the circumstances of, or the reasons for the cessation).

b. In your work for Predikly Technologies, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Predikly Technologies.

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

PREDIKLY

7. **Employment Terms**

a. **This contract of employment is subject to your continuation for a period of at least two years from the date of joining as an employee.** If you decide to separate from Predikly for whatever reason before completion of two years, Predikly may initiate legal action against you, you will be treated as absconding and you will not get any kind of experience or relieving letter from Predikly. However, Predikly can decide to discontinue your employment by giving notice of three months at any point during or after the initial period of two years. There will be **probation period of three months** from the date of joining.

b. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

c. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provision of this agreement shall continue in full force and effect. These employment terms supersede and replace any existing agreement or understanding, if any, between Predikly Technologies and you relating to the same subject matter.

8. **NOTICE PERIOD**

This contract of employment is terminable, without reasons by either party giving **notice of three months**. However, you can give notice of three months only after completion of initial period of two years. Predikly Technologies reserves the right to pay or recover salary in lieu of notice period. Further, the company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of notice period. However, if the management desires the employee to continue the employment during the notice period, the employee shall do so. This contract of employment is terminable, without reasons and without giving any notice in case of misconduct, indiscipline, absenteeism, etc.

Please confirm that the above terms are acceptable to you and that you accept the appointment by replying through email or signing a copy of this letter of appointment.

Sincerely,

Sachin Niravane
Director,
Predikly Technologies Pvt Ltd

Institute of MCA and Management
Akurdi, Pune 411 044

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

PREDIKLY

SALARY OFFER

Name: **Ms. Pratiksha Raut**
Designation: **Software Developer**
Location: **Pune**

Monthly Salary

Salary Head	Amount INR
Basic	9,620
Dearness Allowance (DA)	4,286
House Rent Allowance (HRA)	4,810
Conveyance	1,600
Medical Allowance	1,734
Leave Travel Allowance (LTA)	-
Sodexho Food Coupons	2,000
Monthly Gross Salary	**24,050**
Employer Contribution to EPF	1,950
Total Monthly CTC (Cost to Company)	**26,000**
	Indian Rupees Twenty Six Thousand Only

Total Annual CTC (Cost to Company)	**3,12,000**
Indian Rupees Three Lakhs and Twelve Thousand Only	

Deduction Head	Amount INR
Professional Tax	200
Employee Contribution to EPF @12% of (Basic +DA, Subject to max Rs. 15,000)	1,800
Income Tax	As per Income Tax rules

Note:

1) Monthly Salary deductions will be subject to change depending on regulatory requirements like Income tax, Professional tax, EPF, etc.
2) EPF – Employee's Provident Fund.
3) Employer Contribution to EPF includes administrative charges.

Institute of MCA and Management Akurdi, Pune 411 044

Company Confidential - This communication is confidential between you and Predikly Technologies Pvt Ltd

Gmail

Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Fwd: Letter of Intent - Sachin Anil Bansode

2 messages

Sachin Bansode <sachinbansode521997@gmail.com>
To: Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Wed, Sep 21, 2022 at 12:17 PM

---------- Forwarded message ---------
From: **Sachin Bansode** <sachinbansode521997@gmail.com>
Date: Fri, 15 Apr 2022, 14:01
Subject: Re: Letter of Intent - Sachin Anil Bansode
To: HR Department <hrd@mobiloitte.com>

I accept the offer.

On Fri, 15 Apr 2022, 13:53 HR Department, <hrd@mobiloitte.com> wrote:

Dear Sachin Anil Bansode,

Kindly accept our heartiest congratulations!!!

Subsequent to your interview, we are pleased to offer you a **Trainee - Software Engineer** position with Mobiloitte Technologies India Pvt. Ltd.

The Terms & Conditions have already been discussed during the interview.

You are requested to report at **09:30 AM on 25th April, 2022**, at the Office.

The address of the office is below at which you have to report.

Address: Mobiloitte Technologies Pvt. Ltd. Vasukamal, Sr.No.85/2A/4, Lalit Estate, Baner, Pune 411045.

Please submit the following documents to the HR department before/on the day of your joining day:-

- Copy of Mark sheet & certificate for secondary and higher secondary
- Copy of Mark sheet and certificate for the highest degree
- Copy of first and last page of your passport
- Copy of PAN card
- 4 Colored passport-sized photographs with white background
- Permanent and current address proof

Also, fill the link below to submit your details:

https://docs.google.com/forms/d/e/1FAIpQLSd5dk1EKOlHhlHkXKf7pfXyUvn6O[illegible]wAor6RtlHTQxB-g/viewform?vc=0&c=0&w=1&flr=0&gxids=7757

Thanks & Regards
HRD Mobiloitte

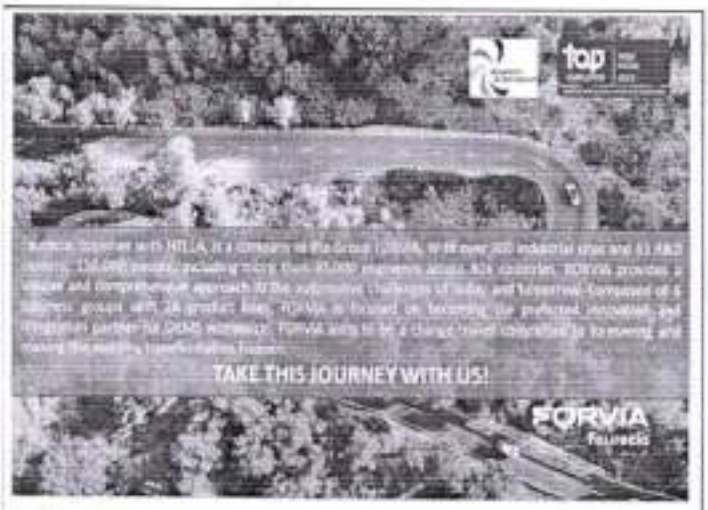
D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

Sachin Bansode <sachinbansode521997@gmail.com>
To: Rahul Chaudhari - TPO <placements@dypimca.ac.in>

Wed, Sep 21, 2022 at 12:31 PM

123



Dear Candidate,

Congratulations on getting selected for the Pune Job Profile. Hurewin is pleased to offer you the position of **"Software Validation Trainee"**

Your Annual Fixed Salary or Annual Compensation & benefits package will be **INR 400,000 - (Four Lakh and Fifty Thousand Rupees Only)** refer "Annexure A" for detailed structure of compensation.

We are pleased to inform you that you have been selected for the position of Trainee Engineer in our organization. We have very high expectations from you and are confident that you will perform well in your role.

Your service agreement will be effective **14-Dec-2022.**

The contents of this offer are strictly confidential between you and the Company. Please treat the contents (and all discussions and correspondence in connection with the Company and the proposed employment with the Company) as strictly confidential. Any disclosure by you (other than to your professional advisers or spouse, who must also keep the contents confidential) without the prior written consent of the Company will be a breach of this agreement and may result in the withdrawal of this offer or termination of your employment (if you have already started employment with the Company).

Please sign and return a copy of this letter as evidence of your acceptance of the terms of this offer.

Annexure A

Particulars	Monthly Amount (in ₹)	Annually Amount (in ₹)	Component Details
Basic Salary	15000	180000	40% of CTC
Flexible Benefit Allowance (Rs)	17542	210742	Refer Flexible Benefit Plan
Gratuity			Gratuity amount after TEA
Gross Compensation	**34112**	**414742**	
Bonus	417	5000	Performance Based Bonus
Provident Fund	1800	21600	12% of Basic Salary
Gratuity	722	8658	4.81% of Basic Salary
Total Employer's contribution (Ratings)	**2522**	**30258**	
Total Compensation	**37584**	**450000**	Cost to Company

The provident fund contribution mentioned is after which employee contribution and equal amount will be contributed. We get deducted from employee's monthly salary.
Gratuity payable as per applicable act.

Flexible Benefit Allowance Table (Rs)

Flexible Benefit Allowance (FBA)	Monthly Amount (in ₹)	Annually Amount (in ₹)	Component Details	Payment Frequency
House Rent Allowance (HRA)			40% of Basic	Monthly
Children Education Allowance	200	2400	Maximum of 2 Children - ₹ 100 per child per month	Monthly
Telephone Reimbursement (Mobile/Landline)	500	6000	Maximum ₹ 500 per month	On submission of Bill
Internet Charges Reimbursement	500	6000	Maximum ₹ 500 per month	On submission of Bill
Telephone Reimbursement (Mobile/Landline)	500	6000	Maximum ₹ 500 per month	On submission of Bill
Meal Card Reimbursement	1500	18000	Maximum ₹ 1500 per month	On submission of Bill
Books & Periodicals Reimbursement	200	2400	Maximum ₹ 200 per month	On submission of Bill
Fuel Reimbursement (Petrol/Diesel)	200	2400	Maximum ₹ 200 per month	On submission of Bill
Uniform Allowance			Up to ₹ 30,000 annually and limited up to ₹ 15,000 per bill	On submission of Bill
Leave Travel Assistance (LTA)			Maximum up to 100% of the entitlement	On submission of Bill

Incentive/pay-out (if any) is subject to the rules as per the applicable policy of the company. The decision of the Management in this regard will be final and binding.

In case of any amendment in compliance with the company internal rules or statutory requirements, the company reserves the right to make changes in the CTC without prior notice to the employee.

Service Bond - Notwithstanding anything else contained in this offer letter, the employee agrees that in consideration of the Company providing specific training to the employee, the employee will serve the Company for a minimum period of 2 years from the date of completion of such training. In the event the employee leaves the Company before the completion of the aforementioned period, the employee shall pay to the Company a sum of Rs. 100000/- (Rupees One Lakh Only) as liquidated damages. The Company at its sole discretion may waive off the whole or part of the liquidated damages mentioned above.

In addition to the above, in case your employment with the Company is terminated by the Company for any reason whatsoever, you will be required to serve a notice period of 90 days or pay salary in lieu thereof to the Company.

Please confirm your acceptance of the terms of this offer by signing and returning a copy to us.

Best Regards,

D.Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

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

124

IDBI Intech

Ms. Vaishnavi Padmakar Sawant
S. No. 54, Vinayak Nagar, Lane No 2
Kirtane Gurav, Pune - 411061

Mobile: 8308467654

Internship Letter

Dear Vaishnavi

We are pleased to offer you internship Training as a student of D Y Patil - Akurdi, commencing from December 01, 2023, in accordance with the curriculum of college. Duration of Internship will be for 03 months. You shall be reporting to Mr. Nareshkumar Dattatraya Harale – Assistant Vice President- Info Security, BCP & GRC Practice

During your internship you will be paid fixed emolument of Rs.4000/- per month subject to deduction of applicable taxes and withholdings, payable. As an intern you will receive "temporary employment" status. You will not be entitled to any other benefits

Other terms and conditions

The Organisation's office hours are from 9.45 A.M. to 6.45 P.M. Monday to Friday or as per client's requirement.

- You will be entitled for 2 days leave as a "Special Trainee Leave" per month during your tenure as an Intern with IDBI Intech Ltd. Leave will accrue only at the end of the month. There will be no leave in the first month. Any leave taken beyond the available credit will be considered as leave without pay
- Organisation also provides subsidized lunch and tea/coffee at a nominal monthly charge of Rs.175/- (the same is optional)

Confidentiality

In consideration of the opportunities available to you and your access to financial & other information in the course of your employment, you will have to ensure that you maintain secrecy and confidentiality of all such information. You will have to undertake not to use, divulge or disclose any such confidential information except under legal obligations or as may be required by the Company. This covenant shall

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

EFFICIENT TECHNNOLOGY INFO SOLUTION

Office No 525, 5th Floor, Amanora Chamber Magarpatta Road, Hadpasar Pune

Mob no: 7888031068, 7447716080

f. No. : ETIS012

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Libina Saju Pappachan**, MCA final year student of **.Y.Patil College of Master of Computer Application and Management, Akurdi Pune** has compl roject titled **"Wily"** with **EFFICIENT TECHNOLOGY INFO SOLUTIONS** me as part of her MCA, 4th semester project.

e has done her project during the period of 28th of May 2022 to the completion of this project. Durir riod he has been working on **Android Studio, Java** Technology for development of above mentioned proje

anks and Regards

EFFICIENT TECHNOLOGY INFO SOLUTIONS

Authorized Signature

FI IENT TECHNOLOGY INFO SOLUTIONS

186

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

PREDIKLY

126

APPOINTMENT LETTER

Mar 15, 2022
Ms. Vrinda Urunkar
Pune, India

Dear **Vrinda**,

We have pleasure in appointing you in our company as **Software Developer** at Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to company policy.

1. APPOINTMENT

a. Your date of appointment will be **Mar 16, 2022 (Wednesday)**.

b. The retirement age is 58 years.

c. You will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the company or subsidiary, associate or affiliate company. In such case you will be governed by the terms and conditions of the service applicable to the new assignment.

2. COMPENSATION

a. You will be eligible to receive the **annual salary of Rs. 3,12,000 (Indian Rupees Three Lakhs and Twelve Thousand Only)** in the first year of employment. Please see the salary offer attached with this letter for more details.

b. Your salary will be reviewed periodically as per company policy.

c. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria. If company decides or mandated to provide Provident Fund, your salary will be restructured accordingly.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

PREDIKLY

3. OTHER BENEFITS

You will be entitled to the following:

a. Leaves, holidays, working hours as applicable to your category of employees and location of posting.

b. Perquisites, if any, as applicable to your category of employees and / or based on functional requirements as determined by the company.

c. You will be entitled to the provident fund (EPF) scheme. The Employer PF Contribution component along with amount deducted against Employee PF contribution from your monthly salary, will be deposited to your PF account on monthly basis. If you already have PF account, you can transfer the same. Else new PF account will be created for you. Your salary may be restructured to take care of regulatory requirements.

4. RESPONSIBILITIES

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Predikly Technologies, whether directly or indirectly.

b. You will be required to undertake travel on company work for which you will be reimbursed travel expenses as per the company policy applicable to you.

c. We at Predikly Technologies are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the company including the Information security policy and other policies as they form an integral part of the terms of employment with Predikly Technologies. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.

d. Consistent with © above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the policies or this letter, shall immediately be brought to the notice of your immediate manager.

e. In connection with your employment and during the term of your employment, you shall disclose and assign to Predikly Technologies as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the policies of the company in relation to intellectual property.

D. Y. Patil Institute of MCA and Management

K.Nimbalkar

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

PREDIKLY

5. CONFLICT OF INTEREST

a. You are required to engage yourself exclusively in the work assigned by Predikly Technologies and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your manager.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interest of Predikly Technologies.

c. As per company policy, there is need on your part, during your employment and for a period of one year from the cessation of employment with Predikly Technologies (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

1. Any employee of Predikly Technologies to terminate their employment with Predikly Technologies or to accept employment with any competitor, supplier or any customer with whom you have a connection.
2. Any customer or vendor of Predikly Technologies to move his existing business with Predikly Technologies to a third party or to terminate his business relationship with Predikly Technologies.
3. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your manager, understand the position of Predikly Technologies and resolve the conflict.

6. CONFIDENTIALITY

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all the confidential information (as defined from time to time in the confidentiality policy of the company) and shall not use or divulge or disclose any such confidential information except as may be required under obligation of law or as may be required by Predikly Technologies and in the course of your employment. This covenant shall endure during your employment and for a period of one year from the cessation of your employment with Predikly Technologies (irrespective of the circumstances of, or the reasons for the cessation).

b. In your work for Predikly Technologies, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Predikly Technologies.

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

PREDIKLY

7. **Employment Terms**

a. **This contract of employment is subject to your continuation for a period of at least two years from the date of joining as an employee.** If you decide to separate from Predikly for whatever reason before completion of two years, Predikly may initiate legal action against you, you will be treated as absconding and you will not get any kind of experience or relieving letter from Predikly. However, Predikly can decide to discontinue your employment by giving notice of three months at any point during or after the initial period of two years. There will be **probation period of three months** from the date of joining.

b. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

c. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provision of this agreement shall continue in full force and effect. These employment terms supersede and replace any existing agreement or understanding, if any, between Predikly Technologies and you relating to the same subject matter.

8. **NOTICE PERIOD**

This contract of employment is terminable, without reasons by either party giving **notice of three months**. However, you can give notice of three months only after completion of initial period of two years. Predikly Technologies reserves the right to pay or recover salary in lieu of notice period. Further, the company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of notice period. However, if the management desires the employee to continue the employment during the notice period, the employee shall do so. This contract of employment is terminable, without reasons and without giving any notice in case of misconduct, indiscipline, absenteeism, etc.

Please confirm that the above terms are acceptable to you and that you accept the appointment by replying through email or signing a copy of this letter of appointment.

Sincerely,

Sachin Niravane
Director,
Predikly Technologies Pvt Ltd

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

PREDIKLY

SALARY OFFER

Name: **Ms. Vrinda Urunkar**
Designation: **Software Developer**
Location: **Pune**

Monthly Salary

Salary Head	Amount INR
Basic	9,620
Dearness Allowance (DA)	4,286
House Rent Allowance (HRA)	4,810
Conveyance	1,600
Medical Allowance	1,734
Leave Travel Allowance (LTA)	-
Sodexho Food Coupons	2,000
Monthly Gross Salary	**24,050**
Employer Contribution to EPF	1,950
Total Monthly CTC (Cost to Company)	**26,000**
	Indian Rupees Twenty Six Thousand Only

Total Annual CTC (Cost to Company)	**3,12,000**
Indian Rupees Three Lakhs and Twelve Thousand Only	

Deduction Head	Amount INR
Professional Tax	200
Employee Contribution to EPF @12% of (Basic +DA, Subject to max Rs. 15,000)	1,800
Income Tax	As per Income Tax rules

Note:

1) Monthly Salary deductions will be subject to change depending on regulatory requirements like Income tax, Professional tax, EPF, etc.
2) EPF – Employee's Provident Fund.
3) Employer Contribution to EPF includes administrative charges.

K. Nimbalkar

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

Company Confidential - This communication is confidential between you and Predikly Technologies Pvt Ltd

127

iauro

Offer Letter

Date: 12th July 2022

To **Mitul Lakkad,**

Dear Mitul,

Congratulations! With respect to your application of employment and the subsequent selection process, we are pleased to extend to you an offer you the position of **Associate - Software Engineer** with iauro Systems Pvt Ltd at **Pune office.**

The following are the terms and conditions of the offer

1. Your joining date will be **18-January-2023.**
2. Your all-inclusive annual compensation will be **INR.3,60,000 (Three Lakh Sixty Thousand only).** The Annual & monthly salary break-up is presented in Annexure 1.
3. Offer letter for full time employment is subject to satisfactory performance during the internship period
4. Your employment will be governed by the rules, regulations and policies of the Company.
5. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
6. You are required to send the offer letter acceptance email to **hr@iauro.com** mentioning the subject letter as OFFER LETTER ACCEPTANCE

Welcome to iauro Systems! We invite you to be a part of the existing journey and evolve together!

For iauro Systems

Anupam Kulkarni

CEO, iauro Systems Pvt Ltd

D. Y. Patil Institute of MCA and Management

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

iauro

ANNEXURE 1

Your annual salary package (CTC) will be **3,60,000.** The break-up of which is below:

Iauro Systems Private Limited		
Name	**Mitul Lakkad**	
Designation	**Associate Software Engineer**	
Location	**Pune**	
Components	**Annual**	**Monthly**
Basic Salary	180,000	15,000
HRA	72,000	6,000
Food Allowance	18,000	1,500
Attendance and other allowances	90,000	7,500
Gross Salary	**360,000**	**30,000**
PF Employer Contribution	**21,600**	**1,800**
Annual Total CTC		**381,600**
Deductions		
Professional Tax	2,500	200
PF Employee Contribution	21,600	1,800
Income Tax	As Applicable	As Applicable

- Salary mentioned above is subject to deduction of tax applicable as per compliance.
- You will be eligible for the mediclaim and group personal accident insurance as per the company policies.
- The above salary break-up is provided based on the existing Company policies and may undergo change from time to time.
- The Company is eligible to deduct all such amounts as may be due against you for whatsoever reason from salary payable to you.

D. Y. Patil Institute of MCA and Management * Akurdi, Pune 411 044

K. Nimbalkar

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

iauro

Annexure 2: Terms and Conditions

1. **Offer Validity**

1.1 The offer is valid to the subject of acceptance **within two days** from the date of release.

1.2 This offer stands cancelled in case of any deviations in information or if you fail to connect to the Talent Management Team on the mentioned date at 10 am.

1.3 The Company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the Company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

1.5 In case you decide to end your employment with the Company before completing one year of employment, the Company retains the right to recover any expenses incurred at the time of joining. In addition, if the Company has incurred any expenses towards Visa/ Work permit processing etc., the Company retains the right to recover the same.

2. **Probation and confirmation:**

2.1 You will be on probation for a period of **Six (6) months** from the date of joining. At the discretion of the Company, the probation period may be extended; if it is found that the services provided by you are not satisfactory or uninterrupted.

2.2 On successful completion of your probation, you will be confirmed as a permanent employee of iauro Systems Pvt. Ltd. Your confirmation is also subject to the discretion of the company.

3. **Notice period:**

3.1 Probation:

3.1.1 During probation, your services can be terminated with 1 months' notice or salary thereof by either party.

3.1.2 The Company can terminate the service of the employee during probation period, without necessarily assigning any reason, by giving 1 months' notice in writing or at the sole discretion of the Company, on payment of an equivalent amount of 1 months Gross Salary (or as the case maybe) in lieu of notice period to the employee.

3.2 After Confirmation:

3.2.1 This appointment may be ended by either side with a notice period of 90 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period.

3.2.2 In case an employee resigns of his/her own will, the Company reserves the right to release the employee prior to the notice period of 90 days, taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period.

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

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

3.2.3 The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfill your part of the obligation, either to travel or to complete the assignment.

4. Leaves and Holidays:

You are entitled to avail the leaves and entitled for holidays as per the company policy.

5. Salary Review and Promotions:

You will be considered for salary review and promotion as per the Company's policies effective from time to time.

6. Confidential Information:

You shall not, during the employment with the Company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the Company or its Client or to the method, assets, and set-up used by them or relating to the prices paid by or charged from the vendors of the Company or Client.

7. Other terms and conditions:

7.1 You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee / Intern /Freelance of any other organization / entity engaged in any form of business activity without the consent of iauro System Pvt Ltd. 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.

7.2 You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining.

7.3 Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

7.4 You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement.

7.5 This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties,

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

7.6 If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

7.7 This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Pune, India.





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

ANNEXURE 3 Documents to be brought on the date of joining

Original & 1 set of photo copies to be brought on the date of joining

1. Pan Card
2. Aadhar Card
3. All Educational Markslists and certificates
4. Appointment Letter, Relieving letter & Salary Certificate from the last employer
5. Experience / Service certificates from your previous employers
6. UAN Number
7. Form 16 and IT returns for the last year
8. Proof of Permanent Address (Driving license/Passport/Voter's ID)
9. Four passport size photographs of self.
10. Copy of Passport (if available)

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

lauro

Annexure 4: Joining Details

Joining Date: 18th January 2023

Day: Wednesday

Reporting Time: 10 AM

Venue: Physical (Wankhede Bunglow, Plot No. 41, Lane No. 3, Shivaji Housing Society, S.B. Road, ShivajiNagar, pune-411016)

POC: Ms. Sayali Bhande

POC Contact Number: 8378979481

ACCEPTANCE

I have read and understood all the terms and conditions contained in this offer letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings or representations in choosing to accept employment with the Company. I understand and agree that any changes in the terms of employment described in this offer letter must be set forth in a written instrument signed by a duly authorized officer of the Company.

_____

Place:

Date:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Allianz

OFFER LETTER

To,
Aaradhana Ashok Mane
Flat no 406, NSG Park near VMB PG, Kini classic road, near Laxmi chowk Hinjawadi phase 1
Pune, Pune
Maharashtra

Date : 15-11-2022

Dear Aaradhana Ashok Mane,

Sub : Offer of Employment - Associate-Insurance Operations

Further to our recent meetings and discussions, we are pleased to offer you the position of Associate-Insurance Operations subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 16-11-2022. In the current scenario, the Onboarding will be Virtual and the information related to the same will be sent to you before the joining date.

2. Location :

Your initial employment location will be our office at Allianz Services Private limited (Unit II), Office 1B, 5th Floor, Tower B, Sr.No.72/2/1, EON SEZ Phase II, Kharadi Infrastructure Private Limited, Kharadi Pune, Maharashtra, 411014. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 300000 (Rupees Three Lakh) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills(as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

OFFER LETTER

5. Notice Period :

While you are on probation, you may resign from the services of the Company by giving the Company prior written notice of 30 days or salary in lieu thereof. Once your services with the Company are confirmed, you may resign from the services of the Company by giving the Company prior written notice of 90 days or salary in lieu thereof. However, the Company reserves the right to accept or reject your proposal based on business requirements.

During your probation, you may be discharged from the Company's services at any time with 30 days prior notice or salary in lieu thereof, without assigning any reason. Upon confirmation, the Company may terminate your employment at any time after providing you 90 days advance notice or payment of salary in lieu thereof.

6. Pre - Conditions :

This offer, and should you accept this offer, your continued employment with the Company, are subject to and conditional on the following:

a) All the facts mentioned in your resume and stated during other discussions with the Company during the interview process being true and correct;

b) Verification of the original documents listed in Annexure II. (Please bring the originals of these on your date of joining work); and

c) The Company receiving satisfactory references and/or background check results as the Company may seek in its discretion. The Company may undertake a background and/or verification check prior to or at any time subsequent to your joining employment and may engage the services of a third party agency to undertake the same.

The Company may disclose your personal information to such agency solely for the purpose of undertaking the necessary verification on behalf of the Company.

Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to withdraw this offer or rescind your employment contract with the Company. If at any time during your employment, any of the facts or documents submitted by you are found to be false, your services are liable to be terminated immediately without any notice or compensation. The Company assures you that any personal data and information collected from you will be used only in connection with this offer and your employment with the Company (should you accept this offer) and shall be protected from unlawful disclosure in accordance with the Information Technology Act, 2000 as amended from time to time.

7. Other Terms and Conditions of Employment :

This is a full time position and you will be required to devote the whole of your time and efforts to your employment with the Company. On joining employment, you will be required to sign and agree to be bound by the standard terms and conditions of employment of the Company. In addition to these terms, your employment will also be governed by all applicable rules, regulations and policies of the company that are in force from time to time.

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

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

OFFER LETTER

8. No Conflict :

If you accept this offer, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will honour such covenants and agreements.

This offer will remain open for a period of five working days. If this offer is acceptable to you, please confirm your acceptance in writing via electronic mail to your recruiter on or before 17-11-2022 If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

Should you have any questions with regard to this offer, please do not hesitate to get in touch with your point of contact in Talent Acquisition Team.

We hope you will find this offer acceptable and look forward to you joining the Company.

For Allianz Services Private Limited,

Suraj Pillai
Group Manager-People Experience

Jison John
Managing Director

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Allianz

Annexure - I

Name : Aaradhana Ashok Mane
Grade : AGS 5
Designation : Associate-Insurance Operations

Components	Monthly (INR)	Annual (INR)
Base Pay		
Basic	6500	78000
Co's contribution to PF	1800	21600
Gratuity	313	3752
Choice pay		
Food Coupons	2500	30000
LTA	541	6497
Medical Expenses	1250	15000
Transport	1600	19200
HRA	2600	31200
Statutory Bonus*	583	7000
Other allowance	6122	73465
Gross	23810	285714
Variable pay		
Annual Bonus **	1191	14286
Final CTC	25000	300000

*Statutory Bonus will be paid in April

**The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance. Only those employees who joined the organization on or before 30th September of a year and continue to be on company rolls on the last day of March in the subsequent year (i.e. the year of payment) are eligible for Bonus.

Employees who have resigned and are serving notice as on the last day of March (in the year of payment) are also not eligible for this bonus scheme. Annual Bonus is usually paid in the month of April.

Increments are paid out in April for the employees who joined on or before 30th September of the previous year and will be at the discretion of the company, based on individual performance as well as company performance, business outlook and other relevant factors.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Allianz

Explanation of Compensation

Components	Description
1. Base Pay	The fundamental salary component to which many other compensation components are linked.
2. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
2.1 Provident Fund (PF)	12% of monthly wage to a maximum of INR 1800/-.
2.2 Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company.
3. Choice pay	Choice Pay allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
3.1 Leave Travel Allowance	LTA can be used for up to a maximum of economy class airfare or First Class Train fare twice during a 4 year block period as per Income tax rules.
3.2 Medical Expenses	Rs. 15,000/- per annum. To be used for medical expenses.
3.3 Food Coupons	Upto a Maximum of Rs. 2500/- per month.
3.4 Transport	Maximum Rs. 1600/- per month. To be used for vehicle expenses.
3.5 House Rent Allowance	Maximum 40% of Basic Salary per annum. To be used for house rent.
3.6 Statutory Bonus	Statutory Bonus is payable as per the provisions of the Payment of Bonus Act, 1965 to eligible employees.
3.7 Other allowance	Remaining of Choice Pay funds and is a taxable amount.
3.8 Annual Bonus	The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Allianz

Annexure - II

Following are the mandatory list of original documents you will need to produce on the date of Joining. An electronic version of these documents will be required to be submitted for our background verification agency, who will contact you for initiating background verification process

1. Educational Certificates and marklists (10th, +2, Graduation) (Original and 1 Copy)

2. Experience Certificate from past employer(s) (Original and 1 Copy)

3. Relieving letter from the past employer(s)(Original and 1 copy)

4. Pan Card (Original and 1 Copy) or copy of Form 49A if the PAN Card is not available. It is mandatory to have Permanent Account No. for all salaried employees.

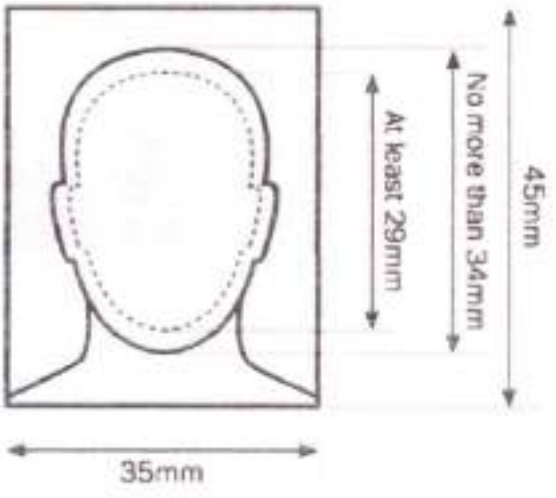
5. Pay Slips from last employer - Last 3 months

6. Address Proof (any of these): Passport, Driving License, Ration Card, Voter -ID, Rental Agreement. (Original and 1 Copy)

7. Aadhaar Card (1 Copy & Original). Aadhaar Card is mandatory for Statutory Benefits (PF /ESI).

8. Universal Account Number (UAN) & Employee State Insurance (ESI)Number, if you have received it from your Previous Employer.

9. Three passport size photographs with 35mm Width and maximum 45mm height with white background.



D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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 : ETA Techospark –Special Economic Z : s, Upper Ground Floor of Blocks 3, No.55, Old Mahabalipura : load, Navalur Village and Panchayat, Thiru : ur Panchayat Union, Chengalpet Taluk, Kancheepuram Dis Chennai – 603 103, India
Worksite Coimbatore : Module 4-3, 2nd Floor, Tidel Park Coim : tore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 : 14, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in B : ilding 7, Survey No. 144 & 145, Samrat Ashok : ath, Opposite to Airport Road, Vadgaon Sheri, Pune – 411 006, India.
Registered Office : 606, Siddharth, 96, Nehru Place, New : elhi – 110 019, India.

Date: June 22, 2022

Private & Confidential

ABHIJIT SURYAKANT TEKE

Wari, Tal- kopargaon Dist- Ahmednager 413708
Wari, Tal- kopargaon, Dist- ahmednager,
Kopargaon,
Maharashtra,
India - 413708

Document ID - f8e7e712-0965-48ab-8b79-176f6fd7c1d0

Dear ABHIJIT,

- Congratulations! With reference to your application and subsequent i erview, we are pleased to make you an offer –cum - appointment with **State treet HCL Services (India) Private Limited ("SSHS" or "HCL" or "Cor pany")** as **Analyst.** You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**

- Your annual compensation would be **Rs. 240000 per annum** as per nnexure I. However, the structure and components of your Compensation p n 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 fo a process allowance of based on the process you are aligned to. Process Allow nce will be shown as an annual component in the CTC annexure but the sa e 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 ill change accordingly and a new compensation letter to this effect will be is ued 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 veb 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 nutual trust is breached. You are requested to accept the offer within 07 days a nd mail the confirmation of acceptance to recruiter's email id- dhirajumesh.ratho @hcl.com , failing which the offer will stand null and void.

- Your employment may be subject to you being declared medica y fit by a registered medical practitioner. Company shall request for the same and when

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Techxpark –Special Economic [illegible], Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Old Aerodrome Post, 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, Vishrantwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimkar

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

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC239698
Worksite Chennai : ETA Techospark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist Chennai – 603 103, India
Worksite Coimbatore : Module F-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL) Civil Aerodrome Post, Coimbatore 641 . 14, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sainnit Ashoka Path, Opposite to Airport Road, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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**

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Techspark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thalpakkam Panchayat Union, Chengalpet Taluk, Kancheepuram Dist Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Yerwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru 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 **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** 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

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune

SIGNATURE OF EMPLOYEE:

HCL

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229408
Worksite Chennai : ETA Techno park -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. 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 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vadgaon, Pune – 411 006, India.
Registered Office : 806, Siddharth, 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

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 600 130, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Yerwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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 58 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.

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229688
Worksite Chennai : ETA Techcourt –Special Economic Zone, Upper Ground Floor of Blocks 3, No.53, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dis. Chennai – 603 103, India.
Worksite Coimbatore : Module 4-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vaniwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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:
  - School leaving certificate / birth certificate
  - Educational qualification certificate (from 10th std onwards) along with mark sheets
  - Passport (The first 4 and the last 4 pages)
  - Relieving letter or duly accepted resignation letter from your present and previous employers
  - 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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

SIGNATURE OF EMPLOYEE:

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229698

Worksite Chennai : ETA Techspark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

DECLARATION

I, ABHIJIT SURYAKANT TEKE, 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

D. Y. Patil Institute of M.C.A. And Management Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Techopark -Special Economic ... ne, Upper Ground Floor of Blocks 3, No 33, Old Mahabalipura - Road, Navalur Village and Panchayat, Thiru ur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai - 603 103, India
Worksite Coimbatore : Module II-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in building 7, Survey No. 144 & 145, Sanmit Ashoka Path, Opposite to Airport Road, Vanwadi, Pu e – 411 008, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New elhi – 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	10th 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 onboarding 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.

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

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

SIGNATURE OF EMPLOYEE:

- 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, KMA 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 Buld), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm 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,Ilandhaikulam 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.

SIGNATURE OF EMPLOYEE:

D.Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

K.Nimrod

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

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229698

Worksite Chennai : ETA Techospark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module 6-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Yerwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, 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 ES. 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

SIGNATURE OF EMPLOYEE:

D.Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India.
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoke Path, Opposite to Airport Road, Vaneeda, Pune – 411 006, India.
Registered Office : 806, Siddharth, 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.

SIGNATURE OF EMPLOYEE

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nesakur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dt. Chennai - 603 103, India.
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coi batore Limited (TPCL), Civil Aerodrome Post, Coimbatore 6(014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in F Bldg 7, Survey No. 144 & 145, Samrat Ashol Path, Opposite to Airport Road, Yerwada, I ne – 411 006, India.
Registered Office : 606, Siddharth, 96, Nehru Place, Ne 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 on 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.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

SIGNATURE OF EMPLOYEE:

TANMAY Ghanashyam DESHPANDE	9561[illegible]2	tanmaydeshpande997@gmail.com	MBA
Saurabh Shilimkar	8551907996	sourawshilimkar@gmail.com	MBA
Lokesh Jain	8770258620	lokesh2335jain@gmail.com	MBA
Tanmayi Borse	9028435057	borsetanmayi02@gmail.com	MBA
Chetan Shinde	8975313312	Chetan.shinde9604@gmail.com	MBA
Frangel Ian Fernandes	8078679103	frangelfernandes@gmail.com	MBA
Mayuri Hirgude	8999149260	mayurihirgude47@gmail.com	MBA
Jadhav Gauri Sanjay	9657359338	jadhavgs20@gmail.com	MBA
Manisha Anil Sakat	9987606426	manishasakat23@gmail.com	MBA
Aditya Anil Todkar	8793394174	adityatodkar.2104@gmail.com	MBA

Regards,

Kartikeya Pansare

+91 8149446515

Sr.HR Executive – TAG

Kartikeyasati.pansa@hcl.com

HCL Technologies Ltd., Business Services

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Campus 2022 drive - State Street HCL Services

16 messages

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com> Mon, Apr 25, 2022 at 7:45 PM
To: "placements@dycoeakurdi.ac.in" <placements@dycoeakurdi.ac.in>, Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: Shridha Gupta <shridhag@hcl.com>, "Dhiraj Umesh Rathod [External]" <dhirajumesh.rathod@hcl.com>

Dear Placement cell Officer.

Greetings from State Street HCL Services !!

Attached is the job description for your reference.

CTC	2.40 LPA
Eligible Candidates	Fresher's (2022 batch) in B.Com, BBA, BA (Economics), BBM, M.Com, MBA (Finance), MA (Economics), MIB
Work Location	Pune
Shift Timings	Flexible to work in shifts (Night Shift)

Regards,
Kartikeya Pansare
8149446515
Sr.HR Executive - TAG
HCL Technologies Ltd., Business Services





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

::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or

Aashay Sachin Patil	7972203336	aashay10patil@gmail.com	MBA
Khushbu Ambarishetti	7875354743	khushbuambarishetti24@gmail.com	MBA
Radhika Mahindrakar	9226959324	rmahindrakar1907@gmail.com	MBA
Hariom Satish Birajdar	9975801190	birajdarhariom648@gmail.com	MBA
Bhakti Manoj Gugale	9657814590	bhaktigugale10@gmail.com	MBA
Sayali Prakash Patne	8999224117	Sayalipatne29@gmail.com	MBA
Mayuri Jagannath Teli	8879231065	telimayuri24@gmail.com	MBA
Mohit Sonar	8087172095	msonar98@gmail.com	MBA
Monalisa Sahu	7978219996	sahumonalisa235@gmail.com	MBA
Abhijeet Pravin Joshi	9604707833	joshiabhijeet2020@gmail.com	MBA
Raghavendra Jaywant Dhumal	9130137468	dhumalraghavendra@gmail.com	MBA
Reena Jaidev Hatwar	9518721235	hatwarrina920@gmail.com	MBA
Abhijit Teke	9145157231	abhijeet.teke111@gmail.com	MBA
Gautami Shroff	7758885256	gshroff2@gmail.com	MBA
Sandip Jagannath khairnar	9096304249	khairnarsandip20173@gmail.com	MBA
Amit Sharma	8713810163	amit.akh1122@gmail.com	MBA
Shikha Jain	8962227402	alkhaj38@gmail.com	MBA

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Campus 2022 drive - State Street HCL Services

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com> Mon, May 30, 2022 at 8:01 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: "placements@dycoeakurdi.ac.in" <placements@dycoeakurdi.ac.in>, Shridha Gupta <shridhag@hcl.com>, "Dhiraj Umesh Rathod [External]" <dhirajumesh.rathod@hcl.com>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Classification: Confidential

Dear Sarah,
PFB. List of selected Students

Name of the Candidates	Contact No.	Email id	Department
Shruthika Tangalpalli	9689115372	shruthikatangalpalli0526@gmail.com	MBA
Pallavi Bhagwan Girhe	9356072731	pallavigirhe123@gmail.com	MBA
Mohit Sonar	8087172095	msonar99@gmail.com	MBA
Atharva manal	7776813643	atharva.manal@gmail.com	MBA
Sagar Narayan Bagul	9834509686	sagarbag.s6328@gmail.com	MBA
Chetan Punjaram Thakare	9359164901	chetanthakare896@gmail.com	MBA
Prathmesh jadhav	8625043341	prathujadhav575@gmail.com	MBA
Sushant Bhadane	8855950963	sushantbhadane31@gmail.com	MBA
Sushant Bhadane	8855950963	sushantbhadane31@gmail.com	MBA

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

zensar™

Ref: 0086453/ 2055915

19-Apr-2022

Ms. Aishwarya Subhash Dhankute

Dear Aishwarya,

We are pleased to award you an **Intern** assignment in our organization. The terms and conditions of this assignment are as follows:

1. This assignment will be for a period, beginning from **27-Apr-2022 till 26-Oct-2022.**
2. The duration of the assignment may be extended on the basis of the status of the assignment that time and upon mutual discussion at the end of the above stated duration.
3. You will be available to our company in Pune or any of its branches and associate offices around the country as per the requirement of the assignment.
4. You will report to Vidya Nair in the company during the tenure of this assignment.
5. It is agreed that the number of hours, which you may have to put in for completing this assignment under normal conditions, shall be around 45 hours a week.
6. Either party can terminate this assignment at any time, by giving **One Month notice** to the other in writing.
7. Your professional charges will be paid to you once a month, on your raising a demand note on Zensar Technologies Ltd. The agreed monthly professional fee for your service is **Rs. 20,000/- Per Month (Rupees Twenty Thousand Only)**. The tax on this amount will be deducted at applicable rates at source.
8. This is a purely Project Intern arrangement and should not be construed as or does not confer upon you an employee status.
9. Confidentiality: You agree at all times during the term of your internship with our Company and thereafter (without limit of time):

- Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and
- Not to disclose or divulge Confidential Information to any person or entity without written

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

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

authorization of the Company

- You agree to return to Company all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your Assignment.

- "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether oral or written or in electronic format and whether marked confidential or not, including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this Assignment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of the Company and in addition to the terms stipulated in this Agreement herein you agree to execute a Non Disclosure Agreement with the Company.

Any breach of this provision shall be treated as a gross violation of the terms herein and your Assignment are liable to be terminated without notice.

10. Intellectual Property

- All intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your Assignment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Assignment with the Company shall be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your Assignment to the company.

DIRECTOR

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

zensar™

- You agree at the Company's expense, to provide, during and after the Assignment, all such assistance
  as the Company reasonably considers necessary, to secure the vesting of such rights in the Company.

11. Other Terms and Conditions:

- You agree not to undertake employment, whether full- time or part- time of any other organization/ entity engaged in any forms of business activity without the consent of 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 read, sign and return to the Company the code of work ethics document and abide by it to all your day to day transaction in the Company during your Assignment and post termination for whatsoever reasons.

This Agreement is given to you in duplicate. Please sign and return one of the copies in acceptance of the Assignment on the above said terms.
We look forward to a meaningful and mutually satisfying professional relationship.

Sincerely yours,
For Zensar Technologies Ltd.

Sanjeeva Maithani
Vice President – Human Resources

Aishwarya Dhankute
aishdhankute@gmail.com

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Selection Email - Business Development Trainee

2 messages

Fri, Mar 11, 2022 at 12:47 PM

rajesh tiwari1 <rajesh.tiwari1@byjus.com>
To: Saran Dsouza <placements_mba@dypimca.ac.in>
Cc: ajinkyathote98@gmail.com

Hi Sarah,

For Your Reference ...!

Rajesh Tiwari
HRBP | Byjus
Mobile- 8360556283
E Mail id- Rajesh.tiwari1@byjus.com
WWW.BYJUS.COM

On Fri, Mar 11, 2022 at 12:33 PM susithra s <susithra.s@byjus.com> wrote:



Dear Ajinkya Thote ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 22/03/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program; You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

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

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.
Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration:

Step1: Register using the below-mentioned link

Step2: Open the registration link and click apply.

Step3: Complete your details in the 'Career Opportunities page' with your resume uploaded.

Step4: Click read and agree to the privacy statement. Read the entire privacy statement and then click apply.

Registration Link: Please click here to register

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

zensar™

Ref: 0086454/ 2055753

19-Apr-2022

Ms. Apeksha Abhijit Kulkarni

Dear Apeksha,

We are pleased to award you an **Intern** assignment in our organization. The terms and conditions of this assignment are as follows:

1. This assignment will be for a period, beginning from **29-Apr-2022 till 28-Oct-2022.**
2. The duration of the assignment may be extended on the basis of the status of the assignment that time and upon mutual discussion at the end of the above stated duration.
3. You will be available to our company in Pune or any of its branches and associate offices around the country as per the requirement of the assignment.
4. You will report to Vidya Nair in the company during the tenure of this assignment.
5. It is agreed that the number of hours, which you may have to put in for completing this assignment under normal conditions, shall be around 45 hours a week.
6. Either party can terminate this assignment at any time, by giving **One Month notice** to the other in writing.
7. Your professional charges will be paid to you once a month, on your raising a demand note on Zensar Technologies Ltd. The agreed monthly professional fee for your service is **Rs. 20,000/- Per Month (Rupees Twenty Thousand Only)**. The tax on this amount will be deducted at applicable rates at source.
8. This is a purely Project Intern arrangement and should not be construed as or does not confer upon you an employee status.
9. Confidentiality: You agree at all times during the term of your internship with our Company and thereafter (without limit of time):

- Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and
- Not to disclose or divulge Confidential Information to any person or entity without written

CIN: L72200PN1963PLC012821
+(20) 6607 4000, 2700 4000
+(20) 6605 7888
www.zensar.com
Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi, Off Nagar Road, Pune 411014

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

authorization of the Company

- You agree to return to Company all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your Assignment.

- "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether oral or written or in electronic format and whether marked confidential or not, including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this Assignment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of the Company and in addition to the terms stipulated in this Agreement herein you agree to execute a Non Disclosure Agreement with the Company.

Any breach of this provision shall be treated as a gross violation of the terms herein and your Assignment are liable to be terminated without notice.

10. Intellectual Property

- All intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your Assignment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Assignment with the Company shall be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your Assignment to the company .

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

K.Nimbalkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune 411044

zensar™

- You agree at the Company's expense, to provide, during and after the Assignment, all such assistance
  as the Company reasonably considers necessary, to secure the vesting of such rights in the Company.

11. Other Terms and Conditions:

- You agree not to undertake employment, whether full- time or part- time of any other organization/ entity engaged in any forms of business activity without the consent of 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 read, sign and return to the Company the code of work ethics document and abide by it to all your day to day transaction in the Company during your Assignment and post termination for whatsoever reasons.

This Agreement is given to you in duplicate. Please sign and return one of the copies in acceptance of the Assignment on the above said terms.
We look forward to a meaningful and mutually satisfying professional relationship.

Sincerely yours,
For Zensar Technologies Ltd.

Sanjeeva Maithani
Vice President – Human Resources

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

January 31, 2022

Aarti Ramsing Jadhav
Mangal Vishwa, D wing 906, Laxmi Lotus road, Kiwale, Ravet, Pune-412101,
Pune, Maharashtra,
India, 412101
Dear Aarti,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate - Operations"**, in our **"PUNE"**, center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate - Operations
Location	PUNE
Start Date	On or before February 21, 2022
Probation	6 Months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash	Rs.233,645.00
Annual Incentive Plan	Rs.16,355.00
Total Target Cash	Rs.250,000.00

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

07

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

Annexure A

January 31, 2022

Dear Aarti Ramsing Jadhav

Designation: Associate - Operations

Band: A1

Start Date: On or before February 21, 2022

Work Location: PUNE

Compensation and Benefits:

Total Targeted Cash	INR 250,000.00
Breakup- Total Guaranteed Cash	
Components	Annual (INR)
Basic	180,000.00
House Rent Allowance	12,582.00
Statutory Bonus	19,463.00
Provident Fund (Employer Contribution)	21,600.00
Flexi Benefit Plan*	0.00
Total Guaranteed Compensation	233,645.00
Annual Incentive Plan**	16,355.00
Total Targeted Cash	250,000.00

Other Benefits / Perquisites		
Gratuity	8,658.00	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000.00	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000.00	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000.00	Applicable as per the Policy

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Al Maya International L.L.C. (Oman)
المايا الدولية ش.م.م. (عمان)

January 18, 2023

Mr. Ashish Bodke

Appointment Offer

This is to inform you that **Al Maya International LLC (Oman)** is offering you the following proposal, if acceptable to you, please sign this appointment offer to proceed with further formalities.

Offer: The Company shall employ you and you shall serve the Company in the capacity of **"Management Trainee"** being responsible for duties enlisted in Annexure 1, upon the terms and conditions contained herein and the remuneration mentioned below:

Sr. No.	Particulars	Amount in RO
1	Basic Salary	120.000
2	Other Allowance	80.000
3	Food Allowance	30.000
4	Entertainment Allowance	20.000
	Total	**250.000**

Terms & Conditions:

1. You will be on probationary period for **6 Months** commencing from the date of reporting to the Company with the intention of joining work.
2. You will be eligible for Bachelor type sharing company accommodation.
3. The Company reserves the right to terminate your services within 6 Months of the probationary period without prior notice, if your performance is below par, at your cost.
4. Management has the right to refuse any emergency vacation request without cause at their discretion.
5. You will also be entitled to sick leave when and as decided by the medical authorities recognized by the company and according to the valid Labor Laws of the Sultanate of Oman.
6. Either party giving other party one month notice at any time of contract duration can terminate this contract.
7. The duration of your service contract with us will be for 2 years.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

8. You will be entitled for leave of 60 Days without pay after continuous service of 2 years.

9. The Company will provide you air passage while proceeding to your leave due after 2 years of continuous service as below:

   Muscat – Country of Origin - Muscat

10. You will be provided medical insurance as per the rules and regulations of the Company.

11. You will be provided insurance as per the rules and regulations of the Company.

12. Your relationship with the Company will be to the provisions of relevant laws in force in the Sultanate of Oman.

13. You agree to keep your passport in the custody of the company which shall be provided to you as and when needed after following the appropriate procedure and required approval.

14. The contract period will be of two years and in case of termination of the contract you shall bear all the expenses incurred by the Company for your employment.

15. End of service benefits will be provided as per Company rules and the Laws of Sultanate of Oman.

If the above mentioned offer is acceptable to you please sign this offer in order to proceed with rest of the formalities.

You are required to send us a copy of this document duly signed and accepted along with your passport copy and 8 photographs along with a medically fit certificate for us to process your visa documents at the earliest.

For Al Maya International LLC

Ram Kaurani
General Manager

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Accepted the above terms

Ashish Bodke

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer: Letter of Intent to Train and Hire

2 messages

Bodhita Ramteke <bodhitaramteke21@gmail.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Sat, Aug 20, 2022 at 10:19 AM

---------- Forwarded message ---------
From: **Clevernist Job offers** <job.offers@clevernist.com>
Date: Sat 9 Apr, 2022, 1:48 PM
Subject: Offer: Letter of Intent to Train and Hire
To: bodhitaramteke21@gmail.com <bodhitaramteke21@gmail.com>

Dear Bodhita Ramteke,

Greetings from **EduInstyn Learning Pvt Ltd!**

I hope this mail finds you well.

Congratulations on being selected as a part of team **EduInstyn Learning Pvt Ltd!**

We are pleased to train and then hire you for the position of Manager-sales

- This offer (**subject to you joining us**) THE CTC PROVIDED BY THE COMPANY WILL BE **INR 2,40,000 LPA** for **3 months**,
- After **3 months** the same will be revised to INR **3,00,000 LPA for a period of 3 months** thereafter.
- After completion of **6 months** in our organization your CTC will be revised to **INR 500000LPA** as fixed component and INR **300000LPA** as the variable component

Work Location: **Bangalore (Work from Office)** Reporting time at Office: **11:00 AM**

This position will entail an **unpaid training** period of **7 days**

09

This is a full-time position and there will be a probationary period of **15 days**. Your date of joining will be on **5/4/2022(Month/Date/Year).** Please revert with a confirmation of your acceptance of the offer and date of joining.

You are required to submit the following documents in soft copy format on your DOJ.

Please click on this link to upload these details: https://forms.gle/CxNqZ3oQVZrNq1QQ6

NOTE:- please upload the document above provided in soft copy or photo copy of Original Documents (**The above link will be expired with in 24 hours**)

*Document should not be in xerox .If the documents is in xerox will not considered

K.Nimbalkar

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

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

You are required to submit the following documents in soft copy format on your DOJ .

- 10th & 12th Passing Certificates/ Mark Sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy
- Pan Card copy
- Appraisal/Promotion/increment letter of last organisation - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque/bank account details proof (Joint account not allowed)
- Last 3 Months Payslips and Bank Statement- Photocopy
- Universal Account Number (Related to PF, if applicable)
- Employee State Insurance details from last organisation (if applicable)
- Latest Resume
- Permanent Address Proof
- Correspondence Address Proof

We hope to hear from you soon.

Please feel free to contact us in case of any queries, we shall be happy to assist you!

Note - Please note once your training is successful, we will share the appointment letter to you. Kindly share all the above-mentioned documents as early as possible.

Address: *675, 9th Main Rd, Sector 7, HSR Layout,* ***Opposite HDFC BANK, Bengaluru, Karnataka 560068***

Thanks, and Regards

Manager-Human Resource

Clevernist Education

Bodhita Ramteke <bodhitaramteke21@gmail.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Mon, Feb 13, 2023 at 12:21 PM

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nirmala

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

BYJU'S

Offer Letter

Name:Chetan Kiran Jadhav
Date:Sunday, March 13, 2022

Dear Mr. **Chetan Kiran Jadhav** ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

Due to the current COVID scenario, on a temporary basis, you will be working on the Work from Home model (WFH) currently. The first 2 weeks of this training will be classroom training which will be conducted virtually. It will then be followed by 4 weeks of "On-the-Job Training (OJT).

Once the situation improves, you will be intimated to resume work from your On-the-Job Training (OJT) location and you will be given one week's notice to plan your travel as per company guidelines.

Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate doing in-person physical product demos.

1. Employment Details:

Department:	Business Development
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Joining Location:	WFH / Byjus Mumbai - 7th Floor, A&B Wing, Marwah Centre, Krishanlal Marwah Marg, Saki Naka Andheri East, Mumbai-400072, Maharashtra
OJT Training Location:	WFH / Byjus - Mumbai
Role Location:	Mumbai

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, March 22, 2022**. Your work location after conversion to the role of Business Development Associate would be **Mumbai** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of

D. Y. Patil Institute ... MCA and Management Akurdi, Pune 411 044

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

this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training,qualification of all criteria, and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

(a) Provident Fund;
(b) Income tax deducted at source at the rates applicable;
(c) Employment / professional taxes;
(d) Dues to Company including loans and advances; or
(e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those daydays will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

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

causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

a. Any act or omission by you;
b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
c. Any representation or warranty or information furnished to the Company found to be false;
d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. During the course of your employment, if you, at any time render yourself in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including,

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

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

but not limited to warning, suspension or terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

f. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

g. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

h. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

i. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

j. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

k. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vast exclusively in the courts of Bangalore, Karnataka

l. You will be provided with a document called "BYJU'S Training Program Handout" on Day 1 of your CRT. Please refer to the handout for further details and clauses governing the BYJU'S Training Program.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below-mentioned documents on your joining date

1. Graduation Document
2. Pan Card
3. Aadhaar Card
4. Cancelled Cheque/Bank Statement/Bank Passbook
5. Passport Size Photograph

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimmala

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

Glatt

Glatt Systems Pvt. Ltd. • Unit 201-203 & 212-215 • 2nd Floor • Nyati Unitree • Nagar Road • CTS # 1996 (B) • Yerwada • Pune - 411006

To, Ms. Dolly Chandani	Sender	Neha Varde
	Phone / ext.	+91 020 66286122
	Telefax	+91 020 66286120
	e-mail	neha.varde@glatt.com
	Date	01st February 2022

Subject: Offer Letter

Dear Dolly,

This refers to the interview you had with us. We are pleased to make you an offer in our Company on the following terms and conditions.

1 Designation: Management Trainee – Human Resources

2 Date of Joining: 21st February 2022

Detailed remuneration sheet Annexure-I, is attached herewith for your perusal please.

Please sign and return copy of this offer letter to signify your acceptance of this position on the above terms and send it back to us.

Yours sincerely,

For Glatt Systems Private Limited

Neha Varde
HR Executive

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Glatt Systems Pvt. Ltd. • Unit 201-203 & 212-215 • 2nd Floor • Nyati Unitree • Nagar Road • CTS # 1996 (B) • Yerwada • Pune - 411006

Annexure – 1 - Remuneration

Section	Salary Components	Amount
A	Basic Salary	15,000
	HRA	6,000
	Conveyance allowance	1,600
	Medical Reimbursement/Health	1,250
	Education Allowance	200
	Hostel Allowance	600
	LTA	1,250
	Other Allowance	6,684
	Gross Salary Per Month	32,584
B	Provident Fund	1,800
	Gratuity	624
	Total Retirement Benefits Per Month	2,424
C	Total Salary Per Month	35,008
D	Total Insurance per month (Hospitalization, Personal Accident, Critical Illness)	408
E	Total Cost to the Company Per Month	35,417
F	Total Cost to the Company Per Year	425,000

Conditions: -

1. Premium for Insurance Policies and Gratuity Policy, if works out more / less than what has been mentioned above, then the difference amount will be adjusted in your Special Allowance.

For Glatt Systems Private Limited. **I Accept**

Neha Varde
HR Executive

Dolly Chandani

Glatt Systems Pvt. Ltd.
(Formerly known as ZIEMANN India Pvt. Ltd.)
Unit 201-203 & 212-215 2nd Floor • Nyati Unitree • Nagar Road • CTS # 1996 (B) • Yerwada • Pune – 411006 • India

CIN :- U29299PN2007FTC130591

Directors
Jaska Jay Navak
Reinhard Nowak
Managing Director
Rajiv Bhide

Factory
Gat No 321/2, 322/1, 324/1 & 324/2,
Pune – Ahmednagar Road,
Village : Kendhapuri,
Taluka : Shirur, Dist Pune-412208, India
Tele: +91 2137 618756, Fax +91 2137 618720

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nanda

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

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: TN3256

5 May 2022

Dear **Gaurav Manohar Bhongale,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 2 June 2022

Training Period : **2 June 2022 to 11 June 2022**
OJT Start Date: **12 June 2022**
OJT End Date: **11 October 2022**

Location of Training: Bangalore
Stipend: INR **18000** Per Month
Incentives : INR **12000**
Target: **300000** INR per month.
Pre - Placement Offer :- **6+3 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook. and will report on or before **2 June 2022.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

HR@teachnook.com
Support : 6360093009
Human Resources : 63602 44071

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

Training Policy

• Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

• The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

• During the training period you will receive all the benefits that are entitled for trainees.

• At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

• All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

• Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

• You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

• Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

• The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

HR@teachnook.com
Support : 6360093009
Human Resources : 63602 44071

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer: Letter of Intent to Train and Hire

2 messages

gauri suryawanshi <gauriss2802@gmail.com> Tue, May 17, 2022 at 12:34 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

---------- Forwarded message ---------
From: **Clevernist Job offers** <job.offers@clevernist.com>
Date: Sat, Apr 9, 2022, 1:48 PM
Subject: Offer: Letter of Intent to Train and Hire
To: gauriss2802@gmail.com <gauriss2802@gmail.com>

Dear Gauri Sharad Suryawanshi ,

Greetings from **EduInstyn Learning Pvt Ltd**!

I hope this mail finds you well.

Congratulations on being selected as a part of team **EduInstyn Learning Pvt Ltd**!

We are pleased to train and then hire you for the position of Manager-sales

- This offer (**subject to you joining us**) THE CTC PROVIDED BY THE COMPANY WILL BE **INR 2,40,000 LPA** for **3 months**,
- After **3 months** the same will be revised to INR **3,00,000 LPA for a period of 3 months** thereafter.
- After completion of **6 months** in our organization your CTC will be revised to **INR 500000LPA** as fixed component and INR **300000LPA** as the variable component

Work Location: **Bangalore (Work from Office)** Reporting time at Office: **11:00 AM**

This position will entail an **unpaid training** period of **7 days**

This is a full-time position and there will be a probationary period of **15 days**. Your date of joining will be on **5/4/2022(Month/Date/Year)**. Please revert with a confirmation of your acceptance of the offer and date of joining.

You are required to submit the following documents in soft copy format on your DOJ.

Please click on this link to upload these details: https://forms.gle/CxNqZ3oQVZrNq4QQ6

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

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

NOTE:- please upload the document above provided link Scan copy or photo copy of Original Documents **(The above link will be expired with in 24 hours)**

*Document should not be in xerox .If the documents is in Xerox will not considered

You are required to submit the following documents in soft copy format on your DOJ .

- 10th & 12th Passing Certificates/ Mark Sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy
- Pan Card copy
- Appraisal/Promotion/increment letter of last organisation - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque/bank account details proof (Joint account not allowed)
- Last 3 Months Payslips and Bank Statement- Photocopy
- Universal Account Number (Related to PF, if applicable)
- Employee State Insurance details from last organisation (if applicable)
- Latest Resume
- Permanent Address Proof
- Correspondence Address Proof

We hope to hear from you soon.

Please feel free to contact us in case of any queries, we shall be happy to assist you!

Note - Please note once your training is successful, we will share the appointment letter to you. Kindly share all the above-mentioned documents as early as possible.

Address:** 675, 9th Main Rd, Sector 7, HSR Layout, **Opposite HDFC BANK, Bengaluru, Karnataka 560068

Thanks, and Regards

Manager-Human Resource

Clevernist Education

---

gauri suryawanshi <gauriss2802@gmail.com> Thu, Sep 8, 2022 at 5:09 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

[Quoted text hidden]

K.Nimbalkar

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: TN3263

5 May 2022

Dear **Jadhav Gauri Sanjay**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 2 June 2022

Training Period : **2 June 2022 to 11 June 2022**

OJT Start Date: **12 June 2022**

OJT End Date: **11 October 2022**

Location of Training: Bangalore

Stipend: INR **18000** Per Month

Incentives : INR **12000**

Target: **300000** INR per month.

Pre - Placement Offer **:- 6+3 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **2 June 2022.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

TEACHNOOK

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

Training Policy

• Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

• The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

• During the training period you will receive all the benefits that are entitled for trainees.

• At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

• All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

• Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

• You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

• Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

• The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

DIRECTOR
D. Y. Patil Institute of Master of Computer Ap[illegible] and Management
[illegible]di, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

HR@teachnook.com
Support : 6360093009
Human Resources : 63602 44071

January 7, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Gayatri Avinash Patil

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Technical Services Specialist, in band 06A and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

1
IN_65_47676088_5847025

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

IBM

January 7, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Gayatri Avinash Patil

We are pleased to offer you the position of Technical Services Specialist, in band 06A at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e January 12, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Embassy Tech Zone, Plot No 3, 1.1 building, Wing B, Rajiv Gandhi Infotech Park, Phase 2, Hinjewadi, Pune - 411057. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have any questions about your first day start paperwork, please send an email to pronboar@in.ibm.com.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :- Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Pune, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.

IN_65_47076088_6847025

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.

- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.

Sign On Bonus

You are entitled to a Sign-on Bonus ("Bonus") as set forth in the compensation breakup given herewith. The Bonus amount may be paid in one time lump-sum payout or in instalments, and will be paid to you upon

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This payment is conditional upon your being employed with the Company for a minimum period of one year from the date of your joining, unless a longer duration is specified in OTHER COMMITMENTS/CONDITIONS section. In the event of your separation or termination (employee initiated terminations and BCG violation terminations) from the company prior to the completion of one year or the period specified in OTHER COMMITMENTS/CONDITIONS section from the date of joining (whichever is later) for any reason whatsoever, you agree that you shall return the entire Bonus to the company, inclusive of the tax deducted. The company shall also be entitled to take the Bonus into account for reconciling any amounts due to you from the Company. Any such deduction from amounts owing to you by the company upon separation/termination as aforesaid shall not affect the Company's rights in law or equity in respect of the amounts of unrecovered Bonus, if any. The Bonus shall be subject to all statutory deductions. All applicable taxes in respect of the Bonus shall be to your account.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

IBM CONFIDENTIAL

ANNEXURE A

DATE	January 7, 2022		
NAME	Gayatri Avinash Patil	BAND	06A
DESIGNATION	Technical Services Specialist	LOCATION	Pune
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		359091	
2. Annual Flexible Benefit Plan (FBP)		430909	
3. Annual Reference Salary (ARS)		790000	
4. Retirals			
a) Provident Fund (PF)		43091	
b) Gratuity @ 4.8%		17236	
5. Annual Reference Salary + Retirals		850327	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

IN_65_47076088_6842025

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar

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

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

Notice period buyout on actuals.

Sign-on Bonus of INR 50000 as per the terms specified above in the SIGN ON BONUS section with a clawback of 1 Year period.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

IN_65_47076088_6847025

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

IN_GS_47076088_6847025

IBM

IBM CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

IBM CONFIDENTIAL

Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

NPS is a voluntary defined contribution based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal/ change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.

b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.

c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.

d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

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

IBM

IBM CONFIDENTIAL

ANNEXURE 8 – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____ Date Of Hire : __ __ / __ __ / __ __ __ __

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimrod

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

business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.
I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

IN_65_470760RR_6647025

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

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

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department, and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM.I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

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

IBM

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

COVID-19: IBM Initiatives for Employees and Communities

As we navigate the COVID-19 pandemic, IBM has taken a series of initiatives to help and support our employees and their family members in this challenging environment. The health and safety of IBMers, partners, and clients is our top priority.

We have put together a comprehensive support plan for our employees and their families to tide through this pandemic.

Employee Well-being and Safety

- **Vaccination for all IBMers:** Vaccination camps will be opened (in line with Government regulations and availability of vaccines) in all major cities with IBMer populations. IBMers and their family members will have the option of getting vaccinated at hospital centers or camps at selected IBM locations. We are working closely with the concerned authorities on this
- **Dedicated 24X7 Medical Helpline with Portea:** IBM has launched a dedicated helpline through Portea Health Care Services - for a variety of services including doctor consultation, medical/home care services, and testing services. This helpline is the first point of contact for support for any medical help.
- **Access to Oxygen Concentrators**
  IBM has procured oxygen concentrators to support IBMers and their family members. We have partnered with Portea Health Care Service to deploy these oxygen concentrators across Bangalore, NCR (Delhi, Gurgaon, Noida), Kolkata, Chennai, and Hyderabad.
- **Eldercare Support with Samarth:** IBM has partnered with Samarth, one of India's leading organizations supporting the elderly by creating a COVID care system. Samarth will help the elders deal with the pandemic by providing 24/7 emergency assistance, home care resources, medicines, doctor tele-consultations, food services, oxygen, and requirement for other equipment as needed.
- **COVID Care Center:** We have worked with Apollo Hospital to offer medically supervised "step down" facilities at designated hotels in every major city where IBMers and immediate family members can quarantine in case it's not feasible at home.
- **Emergency Transport for Medical Needs:** We are offering an emergency transport facility 24x7 for medical requirements for both employees and their immediate family members who are COVID-19 positive (for transport to a medical facility) and those who are COVID-19 negative (for procuring medical supplies or attend to impacted family members).
- **Additional Insurance Coverage:** IBM is providing additional insurance coverage for each insured employee and their covered dependents (spouse and children) for up to Rs. 5 Lakhs per member covered.

- **Meal Delivery Service**
  We have tied up with HungerBox for the delivery of freshly prepared meals, ensuring the highest levels of hygiene and safety measures. The service is currently available in Bangalore, NCR, Hyderabad, Chennai, Kolkata, Mumbai, Pune, and Vishakhapatnam.

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

IN_65_47076088_6847025

K. Nimala

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

Leverage the Power of Tech for good

- **COVID Assist:** We have launched COVID Assist, a Watson Assistant powered AI bot, to channelize the requests around critical resources such as ambulance, oxygen, medicine, hospital beds, in an efficient manner. It will also help you connect with the IBM Squad volunteers on ground.

Mobilizing the collective power of the IBMers

- **IBMer volunteer COVID squads** : We have organized squad groups staffed by IBMer volunteers to take service requests and match them to verified sources of available resources - Hospital Beds, ICUs, Oxygen requirements, ambulances, medicines, and more. With over 2000 volunteers already signed up, this is really making a difference to quickly triage requests and ensure that needs are matched to resources available nationally.
- While we do this, employee health and well-being remain a key priority for us. We have set up several **employee support groups across cities** to provide employees with a platform to discuss issues, challenges, concerns and coping mechanisms such as managing stress, staying active and promoting self-care. Covid Warrior stories to energise teams.
- IBM has partnered with United Way of India to drive an employee giving campaign. Employees can donate financially to the NGO and they in turn are working with several partners at the ground level to provide critical and emergency care for the community.
- IBMers are volunteering to become first responders on Covid-19 helplines through a collaboration with StepOne. StepOne is an NGO having an interface with 18 state governments and is helping to train & deploy volunteers to respond to queries on the government helpline.

Leveraging our voice and influence to rally global support

- IBM is playing a key role in **Global Task Force on Pandemic Response** launched by the US Chamber of Commerce to aid India and other Covid-19 Hot-Spots. This includes Sourcing, shipping and delivering 1,000 ventilators; 25,000 oxygen concentrators and working with local partners to fund emergency hospital beds in communities where our teams live and work.

In addition, we are also closely engaged with the government and government agencies in India to offer our support and we are ready to do more.

Given the dynamic pandemic situation, IBM is constantly revising and updating any initiatives it has put in place to respond to the pandemic, And any of these programs and policies may be changed or withdrawn by IBM at its sole discretion. Please reach out to your HR contact to understand the current measures in place at IBM.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

IN_GS_47076088_6847025

MANLITICS

B2B ITES PVT. LTD.

Dear Tushar Gosavi,

We have pleasure in appointing you in our Company as **Research analyst** at Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT

a) Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than **17th October 2022**.
b) You will be on probation for a period of Three months from the date of your appointment. If in the opinion of the Company, you are found suitable in the appointed post you will be confirmed.
c) The retirement age is 58 years.
d) You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate, or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. OTHER BENEFITS

You will be entitled to the following:

a) Leave, holidays and working hours as applicable to your category of employees and location of posting.
b) Perquisites, if any, as applicable to your category of employees and / or based on functional requirements as determined by the company.

3. RESPONSIBILITIES

a) In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Manlitics, whether directly or indirectly.
b) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.
c) We at MANLITICS are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with Manlitics. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimmala

DIRECTOR

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

Reg. Office : Dubey Niwas, Chinchapada road, Kalyan, Thane, MH, India-421306.
Head Office : J.K. Infotech Park, 1st Floor, Hinjewadi Rajiv Gandhi Park, Phase-1, MH-411057.
Mob.: +91 7758886468 **Email**: info@manlitics.com **Website**: www.manlitics.com

periodic basis and new Policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.

d) Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or this letter, shall immediately be brought to the notice your Business Unit Head.

e) In connection with your employment and during the term of your employment you shall disclose and assign to MANLITICS as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property

4. CONFLICT OF INTERESTS

a) You are required to engage yourself exclusively in the work assigned by MANLITICS and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b) You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Manlitics.

c) The Conflict of Interests Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Manlitics (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

d) Any employee of MANLITICS to terminate their employment with MANLITICS or to accept employment with any competitor, supplier, or any customer with whom you have a connection.

e) Any customer or vendor of Manlitics to move his existing business with Manlitics to a third party or to terminate his business relationship with Manlitics.

f) Any existing employee to become associated with or perform services of any type for any third party.

g) In case of any conflict or doubt, please discuss the matter with your Business Unit Head, understand the position of MANLITICS and resolve the conflict

5. CONFIDENTIALITY

a) In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by MANLITICS and in the course of your employment. This covenant shall endure during your employment and for a period of one year from the cessation

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

of your employment with Manlitics (irrespective of the circumstances of, or the reasons for, the cessation).

6. **Assignment of Intellectual Property**

a]During your tenure with the Company you shall disclose and assign to Manlitics as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to the Company' s business or that results from work that you perform for the Company or using the Company' s equipment, supplies or facilities and shall comply with the Policies of the Company in relation to Intellectual Property

7. **GENERALS**

a) We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered, and which relate to your commitments under this Agreement.

b) Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

c) These employment terms supersede and replace any existing agreement or understanding, if any, between Manlitics and you relating to the same subject matter.

8. **NOTICE PERIOD**

This contract of employment is terminable, without reasons, by either party giving one month notice during probationary period and two months' notice on confirmation. Manlitics reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

9. **ON SEPERATION**

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.N.

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

MANLITICS

B2B ITES PVT. LTD.

SALARY STACKUP

Earning & Reimbursements	Earning Monthly	Earning Annual
Basic	8500	102000
HRA	2550	30600
Attendance Bonus	2125	25500
Conveyance Allowance	935	11220
LTA	0	0
Medical Reimburse	1250	15000
Shift Allowance	850	10200
Statutory Bonus	790	9480
Gross Salary	**17000**	**204000**
PLVC (Performance Bonus)	5000	60000
CTC	**22000**	**264000**
PF	1282	15384
EPF	1282	15384
ESIC	128	1536.00
PT	200	2400
Liabilities	**2892**	34704
Monthly In Hand Salary	**14108**	169296

****** Performance Linked Variable Component (PLVC) is based on attendance and productivity******

Please note that your compensation is personal to you, and you are requested not to share details of the same with others.

CONFLICT OF INTEREST

Manlitics ITES B2B Pvt Ltd has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

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

K. Nimala

DIRECTOR

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

Reg. Office : Dubey Niwas, Chinchavada road, Kalyan, Thane, MH, India-421306.

Head Office : J.K. Infotech Park, 1st Floor, Hinjewadi Rajiv Gandhi Park, Phase-1, MH-411057.

Mob.: +91 7758886468 **Email:** info@manlitics.com **Website:** www.manlitics.com

MANLITICS

B2B ITES PVT. LTD.

Noted below are a few examples of conflict of interest.

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids, or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payment, loans (other than with established banking or financial institution), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

Yours sincerely,
Tripti Singh
Team Lead - Human Resources
For **MANLITICS B2B ITES PVT LTD.**

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Reg. Office : Dubey Niwas, Chinchapada road, Kalyan, Thane, MH, India-421306.
Head Office : J.K. Infotech Park, 1st Floor, Hinjewadi Rajiv Gandhi Park, Phase-1, MH-411057.
Mob.: +91 7758886468 **Email:** info@manlitics.com **Website:** www.manlitics.com

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer: Letter of Intent to Train and Hire

1 message

Govind Khupse <govindkhupse59@gmail.com> Sat, Apr 9, 2022 at 5:36 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

---------- Forwarded message ---------
From: **Clevernist Job offers** <job.offers@clevernist.com>
Date: Sat, 9 Apr 2022, 1:48 pm
Subject: Offer: Letter of Intent to Train and Hire
To: govindkhupse59@gmail.com <govindkhupse59@gmail.com>

Dear Govind onkar khupse ,

Greetings from **EduInstyn Learning Pvt Ltd!**

I hope this mail finds you well.

Congratulations on being selected as a part of team **EduInstyn Learning Pvt Ltd**!

We are pleased to train and then hire you for the position of Manager-sales

- This offer (**subject to you joining us**) THE CTC PROVIDED BY THE COMPANY WILL BE **INR 2,40,000 LPA** for **3 months**,
- After **3 months** the same will be revised to INR **3,00,000 LPA for a period of 3 months** thereafter.
- After completion of **6 months** in our organization your CTC will be revised to **INR 600000LPA** as fixed component and INR **400000LPA** as the variable component

Work Location: **Bangalore (Work from Office)** Reporting time at Office: **11:00 AM**

This position will entail an **unpaid training** period of **7 days**

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

This is a full-time position and there will be a probationary period of **15 days**. Your date of joining will be on **5/4/2022(Month/Date/Year).** Please revert with a confirmation of your acceptance of the offer and date of joining.

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

You are required to submit the following documents in soft copy format on your DOJ.

Please click on this link to upload these details: https://forms.gle/CxNqZ3oQVZrNq4QQ6

NOTE:- please upload the document above provided link Scan copy or photo copy of Original Documents. **The above link will be expired with in 24 hours)**

*Document should not be in xerox .If the documents is in Xerox will not considered

You are required to submit the following documents in soft copy format on your DOJ .

- 10th & 12th Passing Certificates/ Mark Sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy
- Pan Card copy
- Appraisal/Promotion/increment letter of last organisation - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque/bank account details proof (Joint account not allowed)
- Last 3 Months Payslips and Bank Statement- Photocopy
- Universal Account Number (Related to PF, if applicable)
- Employee State Insurance details from last organisation (if applicable)
- Latest Resume
- Permanent Address Proof
- Correspondence Address Proof

We hope to hear from you soon.

Please feel free to contact us in case of any queries, we shall be happy to assist you!

Note - Please note once your training is successful, we will share the appointment letter to you. Kindly share all the above-mentioned documents as early as possible.

Address: *675, 9th Main Rd, Sector 7, HSR Layout,* ***Opposite HDFC BANK, Bengaluru, Karnataka 560068***

Thanks, and Regards

Manager-Human Resource

Clevernist Education

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Selection Email - Business Development Trainee

1 message

rajesh tiwari1 <rajesh.tiwari1@byjus.com> Fri, Mar 11, 2022 at 12:48 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Hi Sarah,

For Your Reference ...!

Rajesh Tiwari
HRBP | Byjus
Mobile- 8360556283
E Mail Id- Rajesh.tiwari1@byjus.com
WWW.BYJUS.COM

On Fri, Mar 11, 2022 at 12:33 PM sushma s <sushma.s@byjus.com> wrote:



Dear **Juhi Anil Bhagat ,**

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 22/03/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program; You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the [illegible] Portal.

2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

D. Y. Patil Institute of MCA and Management Akurdi. 411 044

K. Nimmo

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

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Vertinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.
Please visit https://youtu.be/2XeGt5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration:

Step1: Register using the below-mentioned link

Step2: Open the registration link and click apply.

Step3: Complete your details in the 'Career Opportunities page' with your resume uploaded.

Step4: Click read and agree to the privacy statement. Read the entire privacy statement and then click apply.

Registration Link: Please click here to register

NOTE :

- **Kindly register with the same mail id in which you have received the selection mail.**
- **For any issues regarding registration, feel free to revert back on the same mail chain.**
- **Your offer letter will be generated within 3 to 4 days from the date you apply on the registration link.**

Regards,

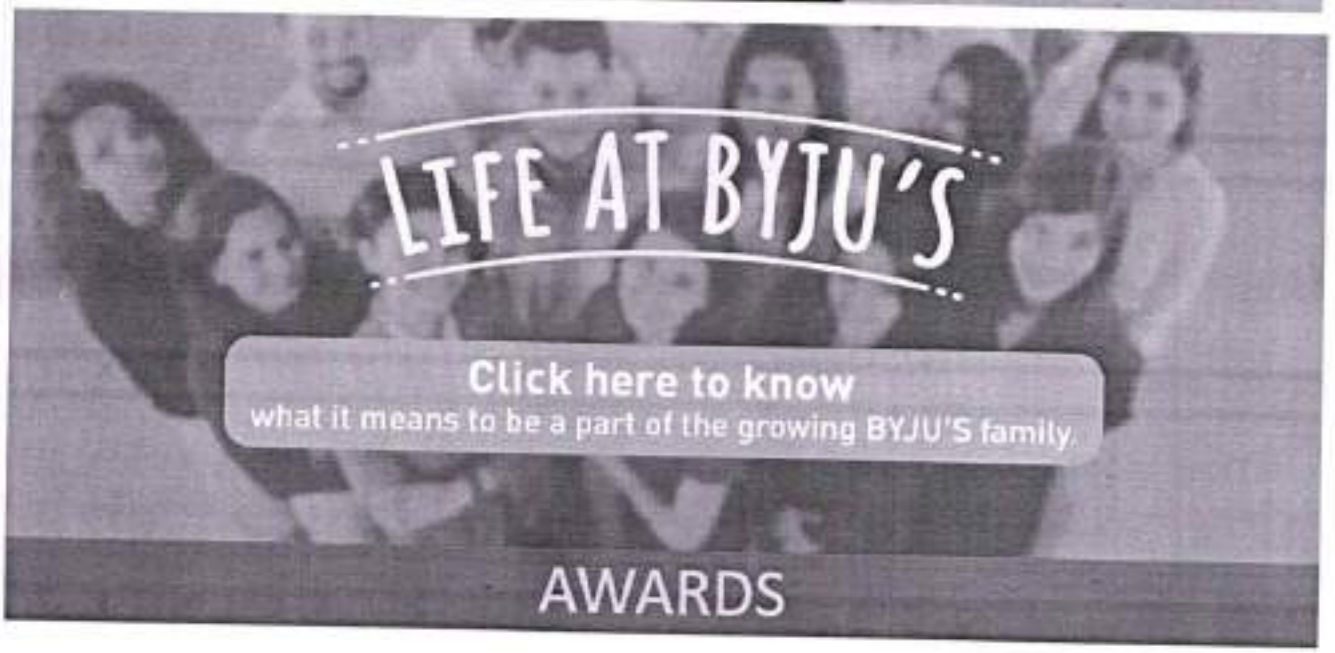
Team BYJU's

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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





ET 40 Under Forty India's Hottest Business Leaders Award (2016)

Verticle Awards Education Company Of The Year 2016

Deloitte

ETNOW

Winner of Established Education App of the Year (2017)

Winner of Google Play's "Best Self Improvement" app in India 2016

ASSOCHAM

Winner of ASSOCHAM SME's Excellence Award for Start-up of the Year 2016

YOUNG TURKS

Winner of CNBC TV18 Young Turks of the year award

GMA Sabhrist Award 2016

STARS

Reimagine Education Award 2016 Overall Ed Tech winner Gold Award for Best Educational App

https://youtu.be/2XwG35NHypQ

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail, and do not copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, we cannot guarantee that it will be free of viruses or be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences.

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

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

Tudip Digital

Integrity, Innovation, Serenity



Offer of Intent

Dear Kalyani,

We are pleased to make you this offer of intent for the position of **IT Recruiter, Band – L1** starting from **Monday, 19th Sept 2022.** Please note this offer is not an **"offer"** or **"offer of employment"** or a **"Legally binding contract of employment"**. The contents of this offer are strictly between you and Tudip Technologies. Please treat this offer and the contents hereof as personal and confidential. Salary structure is mentioned in Annexure.

This offer is valid subject to you:

- Submitting photocopies of all necessary documents at the time of joining.
- Submitting a service agreement agreeing to serve the company for a period of 2 years.
- Successful completion of 6 to 8 weeks of a training program.

This document explains the process through which you would be going through to become an employee of Tudip Technologies in the next few days.

Training Period

- All the entry-level hires in Tudip are absorbed after successful completion of the 6 to 8 weeks of a training program depending on your performance.
- There is proper training material provided on the first day of your training itself and then multiple exams conducted on a weekly basis to assess the performance.
- Number of exams would be depending upon the technology assigned to you and your progress. Also, exams can be in the form of Interviews/objective questions/practical/subjective questions.
- Based on your performance in these exams, a final offer letter will be processed.
- In this period, you also get to know the company, its culture, and its projects better and both parties can make more informed decisions.

Probation Period

- Probation period will be 1 year from the date of joining.

Mediclaim Policy

- After 6 months of employment with Tudip, you are eligible for health insurance (aka Mediclaim policy) that has 2 Lakhs Rupees annual cover.

Timings

- Your official timing during the training period is from 10.30 AM to 08.00 PM from Monday to Saturday. Your office timings may be changed based on clients and projects.

This communication is confidential between you and Tudip Technologies Pvt. Ltd.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Tudip Digital

Integrity, Innovation, Serenity

Service Agreement

- There is a service agreement of 2 years from the date of joining.
- First, please note that we do NOT take any money from the employee.
- We take strong exceptions if someone breaks the service agreement and may pursue legal options with the utmost vigor.
- **At the same time, even when you are under a service agreement, you would be considered in the salary appraisal cycle, based on your performance.**

Confirmation Mail

Please send us confirmation mail on joinus@tudip.com by **Monday, 19th Sep 2020 by 10.00PM**. You have to bring this document at the joining time. The format for the acceptance email is stated below:

Acceptance of Employee:

To, Tudip Technologies Private Limited

I, _____ son of /wife of/ daughter of _____ have read and understood, the terms and conditions governing my services/employment, with the company as stated in the above Offer of Intent and Compensation package and the same are acceptable to me in totality and confirm my agreement to this letter.

Date: _____, 20_____

Sign your name

Print your name Location

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

D. Y. Patil Institute of M.C.A. And Management
Akurdi, Pune 411 044

Tudip Digital

Integrity, Innovation, Serenity

Financials (Applicable during Probation*)

Components	Monthly (Rs.)	Annual (Rs.)
Basic	15,000	1,80,000
House Rent Allowance	4,500	54,000
Conveyance Allowance	1,600	19,200
Monthly Gross Total	**21,100**	**253,200**

Retiral and Other Benefits	Yearly (Rs.)
Provident Fund	23,400
Leave Encashment	9,000
Health Insurance	6,500
Gratuity	30,000
Yearly Gross Salary	**3,22,100**

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

Akurdi, Pune-411 044

This communication is confidential between you and Tudip Technologies Pvt. Ltd.

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Selection Email - Business Development Trainee

1 message

rajesh tiwarii <rajesh.tiwarii@byjus.com>
To: sawarkarkrutika79@gmail.com
Cc: Sarah Dsouza <placements_mba@dypimca.ac.in>

Fri, Mar 11, 2022 at 12:52 PM

+Sarah Dsouza Visibility

Rajesh Tiwari
HRBP | Byjus
Mobile- 6306556283
E Mail id- Rajesh.tiwarii@byjus.com
WWW.BYJUS.COM

On Fri, Mar 11, 2022 at 12:33 PM sudhira s <sudhira.s@byjus.com> wrote:



Dear **Krutika Sudhir Sawarkar ,**

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee at BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 22/03/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program; You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the [illegible]

2. Please note that without completing the above registration and receiving this offer letter, your onboarding would not happen.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nirmala

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

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.
Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration:

Step1: Register using the below-mentioned link

Step2: Open the registration link and click apply.

Step3: Complete your details in the 'Career Opportunities page' with your resume uploaded.

Step4: Click read and agree to the privacy statement. Read the entire privacy statement and then click apply.

Registration Link: Please click here to register

NOTE :

- **Kindly register with the same mail id in which you have received the selection mail.**
- **For any issues regarding registration, feel free to revert back on the same mail chain.**
- **Your offer letter will be generated within 3 to 4 days from the date you apply on the registration link.**

Regards,

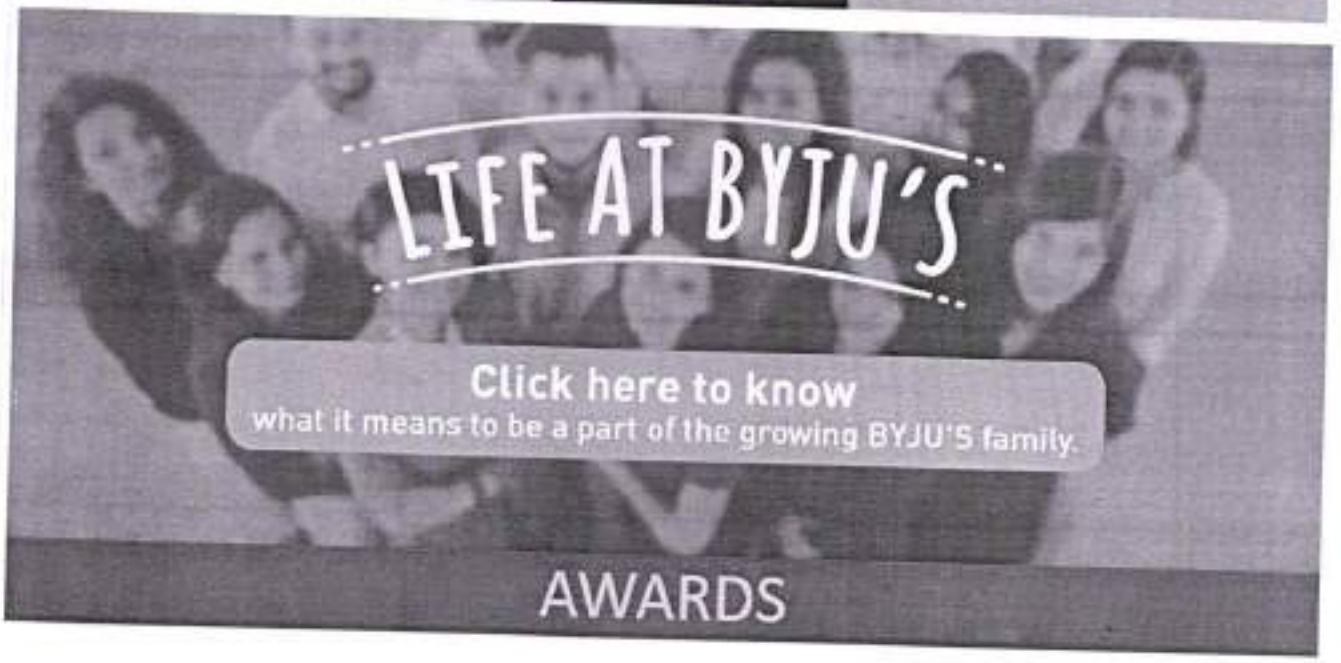
Team BYJU's

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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





AWARDS

40 Under Forty — ET 40 Under Forty India's Hottest Business Leaders Award (2014)

Vecirele Awards — Education Company Of The Year 2016

Winner of SuperBrands Super Start Ups 2015

Deloitte — Winner of Deloitte Technology Fast 50 India and Tech 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW — ET Now Education Excellence Award (2013)

Winner of Established Education App of the Year (2017)

Winner of Google Play's "Best Self Improvement" app in India 2016

ASSOCHAM — Winner of ASSOCHAM SME's Excellence Award for Start-up of the Year 2016

YOUNG TURKS — Winner of CNBC TV18 Young Turks of the year award

DMA Summit Award 2016

STARS — Reimagine Education Award 2016 Overall Ed Tech winner Gold Award for Best Educational App

https://youtu.be/2XeG1SR4yzQ

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail, and then delete it. Any copy or disclosure the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, we cannot accept liability for any damage sustained as a result of viruses. Internet communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matters or their consequences.

D. Y. Patil Institute of Management Akurdi, Pune 411 044

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

upGrad

23-11-2021

Dear Kshitij,

Congratulations! It is our pleasure to offer you the position of **Admissions Counselor - Inside Sales (Inside Sales)** at Grade **G1** with **upGrad Education Private Limited.**

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets and we expect every upGrad team member to adhere to our core values of **Accountability, Speed, Passion, Integrity, Respect, and Excellence (ASPIRE).**

Please find the specifics of your offer below:

1. Your employment will be governed by upGrad Education Employment Agreement ("upGrad").
2. You will be based at our **Indiqube, Bengaluru, Karnataka, India** Office. upGrad reserves the right to change the location based on the business requirement. You will be a given prior notice period of one (1) week before such a change.
3. The standard work days would be for 5 days in a week on a rotational basis. Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**

   a. **Fixed** component of CTC will be **INR 4,00,000**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).

   b. Over and above the fixed Compensation, you shall be eligible for performance-based incentive upto **INR 400000** per annum on achieving specific targets, which will be paid as per the "Sales Incentive Plan". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The details of the Sales Incentive plan will be available on the common folder shared by HR. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable Sales Incentive plan.

5. You are expected to join us on **17-01-2022.** In case of any change in the date of joining, it will be communicated over an email to you and/or your Training & Placement Officer, one week prior to the week of

K. Nimbalkar

DIRECTOR

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

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

joining.

6. You will be on a probationary review during the first six (6) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.

7. Nothing in this agreement, shall restrain upGrad from rescinding this offer letter due to business decisions before the date of joining.

8. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.

9. You will be required to submit the Education Degree Certificate or a Provisional Certificate from your College/University within six (6) months of your date of joining ("Education Certificate Submission Period"). If you have not received the Education Degree Certificate or a Provisional Certificate within the above stipulated time, you will have to submit a written undertaking from the College within one (1) month of expiry of the Education Certificate Submission Period, that you have appeared for the final examination and are awaiting results. Failing to provide the required documents might result in extension of your probation period or termination of your employment on immediate basis at the discretion of upGrad.

10. By accepting this Offer Letter, you confirm that no examination of yours are scheduled within the first 90 days of the month of joining and you will not be requiring any leave during this period for the purpose of examination.

11. Post the above 90 days period, you will be eligible for the unpaid leaves for final examination only if approved by your manager in advance and if such leave application is not in contravention of the below condition:

Leave for examination purpose can be availed only for the following days

I. 2 days prior to the first exam

II. 1 day leave after the last day of the exam

III. Maximum of 20 days' leave; provided the exam schedule is stretched to these many days

12. This offer letter is non-binding on either party till the execution of the employment agreement.

13. This Offer is subject to Successful background verification.

Please confirm acceptance of the appointment letter by signing and returning a copy. We would like to take this

K.Nimbalkar

DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

upGrad Education Private Limited
Nishtavi Ground Floor, 75, Dr. Annie Besant Road, [illegible]
t. +91 22 6156 2100 | E. info@upgrad.com | CIN: [illegible]

upGrad

opportunity to welcome you to the **upGrad** family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For UPGRAD EDUCATION PVT. LTD.

ACCEPTED AND AGREED:

Preeti Kaul

President - Human Resources

Kshitij Parakh

(Signature)

Annexure-I

Name: Kshitij Parakh

Department: Inside Sales

Designation: Admissions Counselor - Inside Sales

Grade: G1

Location: Indiqube,Bengaluru, Karnataka, India

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	1,40,000	11,667
HRA	70,000	5,833
Special Allowance	1,68,400	14,033
Provident Fund	21,600	1,800
Fixed CTC	**4,00,000**	**33,333**
Incentive Annual	4,00,000	
Total CTC	**8,00,000**	**66,667**

Note:

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

upGrad Education Private Limited
Nishani Ground Floor, 75, Dr. Annie Besant Road, Worli, Mumbai 400 018
T: +91 22 6156 2100 | E: info@upgrad.com | CIN: U80902MH2017PTC358559

upGrad

1. Term insurance of 10 lakhs if the fixed CTC is 7 lakhs or below. Term insurance of 20 lakhs if the fixed CTC is above 7 lakhs.

2. Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.

3. Group Personal Accident Insurance of Rs. 10,00,000.

4. The reimbursements will be subject to submission of Bills.

5. Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.

6. Tax will be deducted as per applicable slab rates.

7. The company would have the right to amend the salary breakup at any point of time – in line with its policies or governing regulations.

8. Your Compensation is subject to review, at the sole discretion of the Company, in accordance with Company's policies amended from time to time.

9. The Compensation review disbursement, if applicable, shall be determined and processed as per the company's policy.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.Nimbalkar

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

upGrad Education Private Limited
Nishoul Ground Floor, 75, Dr. Annie Besant Road, Worli, Mumbai – 400018
T: +91 22 6156 2100 | E: info@upgrad.com | CIN: U80902MH2012PTC258559

upGrad

Annexure-II

Documents Required

1. Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).

2. Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).

3. Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).

4. Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).

5. Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).

6. Four (4) passport size colored photographs.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

upGrad Education Private Limited
Nishtar Ground Floor, 75, Dr. Annie Besant Road, Worli, Mumbai – 400018
T: +91 22 6156 2100 | E: info@upgrad.com | CIN: U80902MH2013PTC258559

IntelliPaat
Software Solutions Pvt. Ltd.

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614
www.intellipaat.com

Date: November 22nd, 2021

To,
Lumbini Nandan Onkar
Subject: Internship Letter

Dear Lumbini Nandan Onkar,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **13th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

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

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd.

Dev Bisht
Director- Human Resources

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

SPECTRAFORCE

Letter of Intent - Personal & Confidential

Ref. No. HRM/QST-02/ Madhumita Salil Mandal Date: 29th December, 2021

Dear Madhumita Salil Mandal,

Welcome to the Spectraforce family!

With reference to your application and subsequent interview you have had with us, we are pleased to offer you a position of "Jr.Recruiter - US Staffing" in the Band E and Grade E1.

Your Annual Cost to Company (CTC) will be Rs. 336000 (Rupees Three Lac Thirty Six Thousand Only)

Please refer to the Annexure 'A' for Salary break-up details.

We expect you to join us on or before **3rd January, 2022.** Please note that this offer is valid subject to your signing and handing over the duplicate copy or e-mailing the scanned copy of this letter within three working days from the date mentioned above. Your formal appointment letter will be issued to you on your date of joining. Spectraforce will conduct a background verification check including reference check with respect to the details provided by you through a third party vendor. If so, then you agree to cooperate fully in those procedures, and this letter of intent is subject to Spectraforce approving the outcome of those background checks. All information obtained as a result of a background check will be used solely for employment purposes.

Please send us the resignation acceptance e-mail from your supervisor within three days from the above mentioned date, failing to do so, this offer will stand cancelled

We sincerely hope you will find your career in Spectraforce very challenging in terms of technology, personal development and appropriate compensation.

We look forward to a long-term association and creating an environment, which will provide you a sense of wellbeing throughout.

Truly Yours,
For Spectraforce Technologies (India) Pvt. Ltd.,

Sumit Narula
Director – Human Resources

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

SPECTRAFORCE

PRIVATE AND CONFIDENTIAL

ANNEXURE – A

Name	Madhumita Salil Mandal	
Designation	Jr.Recruiter	
Band & Grade	E – E1	
Elements of Salary	Amount (Rs.)	
	Per Month	Per Annum
Basic Salary	13208	158496
House Rent Allowance	5283	63396
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Special Allowance	5074	60888
Gross Salary	26415	316980
Other Benefits		
PF contribution (Employer)	1585	19020
Variable Pay	0	0
Cost to Company (CTC)	28000	336000
Rupees Three Lac Thirty Six Thousand Only		

Other Terms & Conditions:

1) Cost to the Company includes all statutory payments to be made by the employer & employee, viz. Provident Fund, etc.

2) Medical Reimbursement payment to be made on monthly basis.

3) All payments would be as per company's rules and regulations and administrative procedures.

4) Taxation will be governed by Income Tax rules. The company will be deducting income tax at source as per income tax guidelines.

(Accepted)

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

PERSOLKELLY

16/09/2021

Mr. Mangalkuntla Sairam Reddy

Sub.: Employment Offer Letter

Dear Mr. Sairam,

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 17/09/2021 & Please reply with your acceptance within 48 hours of the receipt of the offer

Best Wishes,

For Persolkelly India Pvt. Ltd

(.....)
Authorized Signatory

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

PERSOLKELLY

Annexure-A

Particulars	Amt
Basic+DA	15001
HRA	1500
Conveyance	0
Medical Allowance	0
Other Allowance	391
Fixed Monthly Gross	**16892**
Statutory Bonus	1250
Insurance	186
Employer's Cont. To PF	1800
Employer's Cont. To PF admin charges	150
Employer's Cont. To Esic	549
LWF (Employer)	6
Monthly CTC	**20833**
Deductions	
Employee's Contb. To PF	1800
Employee's Contb. To Esic	127
P. Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As applicable
LWF	2
NET PAY	**14763**
Annual CTC	**250000**

For Persolkelly India Pvt. Ltd

(.....)
Authorized Signatory

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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 : ETA Techxpark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.30, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module II-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vadgaon, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: June 20, 2022

Private & Confidential

MANISHA ANIL SAKAT

Vijay Nagar Opp Navjeevan Soc Chembur Camp Chembur Mumbai,
Mumbai,
Maharashtra,
India - 400074

Document ID - c6779751-96ee-44a2-b9f5-7ee06aaeaad6

Dear MANISHA,

- 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 **Analyst**. You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**

- Your annual compensation would be **Rs. 240000 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- kartikeyasati.pansa@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

SIGNATURE OF EMPLOYEE:

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229658

Worksite Chennai : ETA Techno park –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 600 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Yerwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, 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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

SIGNATURE OF EMPLOYEE:

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Invitation for Campus Recruitment of Management Students, Batch 2021-2023 - DY Patil Institute

5 messages

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com> Mon, Nov 7, 2022 at 3:28 PM
To: "placements@dypcoeakurdi.ac.in" <placements@dypcoeakurdi.ac.in>, "placements_mba@dypimca.ac.in" <placements_mba@dypimca.ac.in>
Cc: Shridha Gupta <shridhag@hcl.com>, Tulika Bhandari <tulika.bhandari@hcl.com>, "Bhagyashree Vijay Waghchaure [External]" <bhagyashreevi.waghc@hcl.com>, "Dhiraj Umesh Rathod [External]" <dhirajumesh.rathod@hcl.com>

Classification: **Public**

Dear Prof. Sarah,

Greetings from State Street HCL Services !!

We are planning to conduct Campus pre placement talks in 10th November in your campus at 12 noon. Request you to please confirm availability and share list students in attached format of Excel.

Attached is the job description for your reference.

CTC	2.40 LPA
Eligible Candidates	Fresher's (2021-22 & 23 batch) in B.Com, BBA, BA (Economics), BBM, M.Com, MBA (Finance), MA (Economics), MIB , Bsc Mathematics , Msc Mathematics
Work Location	Pune
Shift Timings	Flexible to work in shifts (Night Shift)

CTC Details mentions as below

Growth Opportunity in One Year (In INR)				
	Year 1 (Analyst)		Year 2 (Senior Analyst)#	
Component	**Annual**	**Monthly**	**Annual**	**Monthly**
Salary (Cost to Company)	2,40,000	20000	Upto 3,00,000	25000
Incentive*	12,000	1000	18000	1500

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune-44

DocuSign Envelope ID: 9177937E-A9O8-49FE-AE72-8B471A1468AF

WNS

Extending Your Enterprise

15-Jul-2022

Mayur Anil Bagul

205 Mhada Building

Sharma Mala Amrudham Nashik Maharashtra 422003

India

Letter of offer

Dear Mayur,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Associate - F&A** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional.**

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Associate - F&A**.

Compensation: Your Total Gross Pay will be **INR 2,63,640 (Indian Rupees Two Lakh, Sixty Three Thousand, Six Hundred And Forty Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **18-Jul-2022**.

Place of work: Your place of work will be **Pune - Magarpatta**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.N.

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

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:
C6281E141073484...

Accepted and Agreed

Mayur Anil Bagul
Candidate's Name & Signature

DocuSign Envelope ID: 9177937E-A9D8-49FE-AE72-8B471A1468AF

WNS
Extending Your Enterprise

www.wns.com

Annexure II			
Name	:	Mayur Anil Bagul	
Title	:	Associate - F&A	
Role Band	:	A	
BU/EU	:	Consulting & Professional Services	
Compensation Component	**Ref**	**Amount(INR) Per Month**	**Amount(INR) Per Annum**
Basic Salary		8,325	99,900
House Rent Allowance		4,163	49,950
City Compensatory Allowance		1,731	20,777
Sub Total - I	**A**	14,219	1,70,627
Bonus / Incentive (4)	(a)	2,530	30,360
Company's contribution to Provident Fund (1)		1,207	14,481
Company's contribution to ESI (3)		544	6,532
Sub Total - II	**B**	4,281	51,373
Total Fixed Pay	**C = A + B**	18,500	2,22,000
Bonus / Incentive at Maximum Level (4)	(b)	6,000	72,000
Gross Pay (CTC) at Minimum Level	**D = C**	18,500	2,22,000
Gross Pay (CTC) at Maximum Level	**E = D + (b) - (a)**	21,970	2,63,640
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2)The Company provides following discretionary insurance benefits: a) Mediclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

DocuSigned by:
C8281E141073454...

Accepted and Agreed

Mayur Anil Bagul
Candidate's Name & Signature

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Viewada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: September 8, 2022

Private & Confidential

Mayuri Sahebrao Hirgude

Flat no. 6 Siddhivinayak prasanna Sai nagar,
Pune,
Maharashtra,
India - 411046

Document ID - 5e55d3bc-39b7-410a-b986-7481178a7142

Dear Mayuri,

- 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 **Analyst**. You are required to report on September 15, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**

- Your annual compensation would be **Rs. 240000 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- dhirajumesh.rathod@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

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

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 : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nevalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vimanada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

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

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer: Letter of Intent to Train and Hire

1 message

Meghraj Thakur <thakurmeghraj99@gmail.com> Sat, Apr 9, 2022 at 9:14 PM
To: sarahdsouzadyp@gmail.com, placements_mba@dypimca.ac.in

---------- Forwarded message ---------
From: **Meghraj Thakur** <thakurmeghraj99@gmail.com>
Date: Sat, 9 Apr 2022, 9:09 pm
Subject: Fwd: Offer: Letter of Intent to Train and Hire
To: <umeshbagul111@gmail.com>

---------- Forwarded message ---------
From: **Clevernist Job offers** <job.offers@clevernist.com>
Date: Sat, 9 Apr 2022, 1:48 pm
Subject: Offer: Letter of Intent to Train and Hire
To: thakurmeghraj99@gmail.com <thakurmeghraj99@gmail.com>

Dear Meghraj Pradip Bagul,

Greetings from **EduInstyn Learning Pvt Ltd**!

I hope this mail finds you well.

Congratulations on being selected as a part of team **EduInstyn Learning Pvt Ltd**!

We are pleased to train and then hire you for the position of Manager-sales

- This offer (**subject to you joining us**) THE CTC PROVIDED BY THE COMPANY WILL BE **INR 2,40,000 LPA** for **3 months**,
- After **3 months** the same will be revised to INR **3,00,000 LPA for a period of 3 months** thereafter.
- After completion of **6 months** in our organization your CTC will be revised to **INR 600000LPA** as fixed component and INR **400000LPA** as the variable component

Work Location: **Bangalore (Work from Office)** Reporting time at Office: **11:00 AM**

This position will entail an **unpaid training** period of **7 days**

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

This is a full-time position and there will be a probationary period of **15 days**. Your date of joining will be on **5/4/2022(Month/Date/Year).** Please revert with a confirmation of your acceptance of the offer and date of joining.

You are required to submit the following documents in soft copy format on your DOJ.

AXIS SECURITIES

Date: 20-Apr-22

Mr. Mohit Anil Sonar

Dear Mohit,

Congratulations!

We are pleased to appoint you in our organization as **Senior Executive - E2** in **General Pool** Department.

Axis Securities Limited a part of the lineage of Axis Group and a proud subsidiary of Axis Bank – India's 3rd largest private sector bank and the preferred choice of millions of customers. Making innovation, digitization and customer obsession our motto, we have grown step-by-step in a short span of time. At Axis Securities Ltd, we are committed to provide the best-in-class capital market products and services to our customers with focus towards people development lying at its core.

Please find below the detailed terms and conditions of your appointment:

Commencement / Term:
You are required to join our organization on or before **23-May-22**. Your place of work shall presently be at **Pune.**

Please note that your appointment is subject to successful completion of Post Graduation and NISM Series V (Mutual Fund Distributors) and NISM Series VIII (Equity Derivatives) certification. You are required to furnish the necessary certificates/documents on or before your **Date of Joining**. On failure to submit the necessary certificates/documents as aforesaid, your offer letter will be revoked and the appointment would stand cancelled.

Remuneration:
Your remuneration would be **Rs. 400000/- per annum**, of which **Rs. 350000/- per annum** shall be fixed CTC and you will be entitled for bonus payout of **Rs. 50000/-** subject to successful completion of probation period of 1 year.

A detailed break-up of your compensation has been attached herewith in the affixed **Annexure A**. Annual performance linked variable pay / incentive, as may be applicable, will be paid as per the Company's policy, based on your performance.

Retirement / Statutory Benefits:
You will be eligible for Retirement Benefits of the organization; namely Provident Fund and Gratuity as per the company policy.

29

Health & Wellness Benefits:

You will be eligible for a Group Mediclaim (Self and dependant), Future Gratuity Service and Term Life coverage. The additional top-up sums and Employee Care fund are mandatory through employee contribution. Details of these benefits shall be communicated from time-to-time.

Transfer:
The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Axis Securities Limited
Corporate Office: Unit 002 A, Building - A,
Agastya Corporate Park, Piramal Realty,
Kamani Junction, Kurla (West),
Mumbai - 400070

CIN No: U74120MH2005PLC154049
Telephone No: [illegible]
Email Address: [illegible]@axissec.in
Website: www.axisdirect.in

Registered Office: Axis House, 8th
Floor, Wadia International Centre,
Pandurang Budhkar Marg, Worli,
Mumbai - 400025

D. Y. Patil Institute of MCA and Management
Akurdi
Pune
411 044

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

AXIS SECURITIES

Leave:
You will be eligible for leave, as per Company rules, subject to approval from the competent authority. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Job Profile:
Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Probation Clause:
You will be on probation for a period of 12 months from the date of joining or such extended period as may be decided by the Company based on your performance during the probation period. On satisfactory performance during probation, you will be confirmed in the services of the Company. In case the overall performance is not found satisfactory, with a view to accord one more opportunity, your probation period will be extended as decided by the Company, or your employment on probation shall be terminated on the due date and you shall automatically cease to be in the employment of the company for all purpose.

Professional Ethics and Confidentiality:
While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Intellectual Property Rights:
The Intellectual Property Rights of all the Policy Documents, Investment schemes and Plans, Products and Brochures etc. of the Company shall be exclusive property of the Company; you shall not make any claim on them. Even if any Policy, Investment Schemes and Plan, product and brochures etc. is created / designed by you during your course of employment, the Intellectual Property Rights attached to them shall exclusively vest with the Company.

Notice Period/Exit Formalities:
During the probation period either party can terminate the services by giving 30 days notice or basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 60 days notice or basic salary in lieu thereof at the organization's discretion. You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

Reference Check:
Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references, who have supervised you in professional capacity at some stage in your academic / professional career.

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

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

AXIS SECURITIES

Termination of Employment:
Your services with the organization are liable to be terminated in the event of:

a) Any breach of the conditions mentioned in this letter on your part;
b) Any incorrect information furnished
c) Suppression of any material information
d) Violation of Company's Code of Conduct & Policies
e) Non confirmation of service
f) Insufficiency with negative remarks in background verification

Change in the Personal Details:
You shall intimate the Company about any change of your residential address (permanent and / or current), qualification and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations and your employment terms will super cede the terms and conditions mentioned in this letter. The Courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditions mentioned herein.

A list of document to be submitted at the time of joining is given for your information in Annexure B.

We look forward to welcoming you and wishing you a successful career with the organization.

Yours faithfully,
For **Axis Securities Limited**

Authorised Signatory

I have read and understood all the terms and conditions of the offer and would like to confirm my acceptance of the offer.

Signature
Name: **Mr. Mohit Anil Sonar**

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

AXIS SECURITIES

Annexure A

Components	CTC P.M.	CTC P.A.
Basic	11667	140000
HRA	4667	56000
Special Allowance	9918	119011
Gross	**26252**	**315011**
Retirals		
Employer's Contribution to PF	1800	21600
Gratuity	561	6734
Gross + Retirals	**28613**	**343345**
Benefits		
Insurance Benefits (Mediclaim + Term Life)	555	6655
Total (Gross + Retirals + Benefits)	**29168**	**350000**

* One Time Bonus payout of Rs 50,000/- is subject to successful completion of probation period of 1 year.

Confidentiality: *Matter of your compensation is confidential information of Axis Securities Limited and should be treated with absolute confidentiality except to the extent you are required to make disclosure for any tax, legal or regulatory purposes.*

K.N...

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

AXIS SECURITIES

Annexure B

List of documents to be submitted at the time of joining

1) Photocopies of educational qualifications (10th std onwards)
2) Relieving letter from the last employer or Acceptance of Resignation
3) Last salary slip / Proof of salary of the previous organization
4) Declaration of medical fitness by the candidate
5) PF, Gratuity and ESIC nomination forms to be provided by the organization
6) Four Passport size photographs
7) Proof of Date of Birth and Residence
8) PAN Card copy
9) AADHAR Card Copy

You are requested to submit all the above documents at your local office to facilitate the processing of your salary.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Allstate | Solutions Private Limited

November 19, 2021

Ms. Nita Nandakumar More
97/7A/1B, Opposite Raj Dairy, Shri Data Krupa, Rukmai Colony, Dhere Bunglow, Manjari Road, Manjari BK 412307

Dear Nita Nandakumar,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 06, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nandakumar

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

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation therein.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B.**

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

K. Nimkar

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

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Nita Nandakumar, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0039,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

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

K. Nimbalkar

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

CIN Number:U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

November 19, 2021

Ms. Nita Nandakumar More

Designation: Associate -Operations

Band: A1

Start Date: On or before December 06, 2021

Work Locator: Pune

Compensation and Benefits:

Total Targeted Cash	INR 400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	16[illegible],000
House Rent Allowance	8[illegible],000
Provident Fund (Employer Contribution)	21 600
Flexi Benefit Plan*	82 232
Total Guaranteed Compensation	**373 832**
Annual Incentive Plan**	26 168
Total Targeted Cash	**400 000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nanda

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

"Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

"Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

HRD/ABB/IL/01

Date: 29/05/2021

STRICTLY PRIVATE & CONFIDENTIAL

To,

Neha Deore

Sr. no. 283/ plot no. 59,
Near Podar International School,
Tanajinagar, Chinchwad 411033

Dear Neha,

Following your application and, subsequent interview, we are pleased to inform you that you have been considered for internship in this company with effect from 01/06/2021

The terms of engagement are as follows:

Reporting Time: **9.30 AM (Mon – Sat)**

Internship Allowance: **Rs. 5000 per month**

Period of Engagement: **2 months**

Chain of Command: Beside the HR Executive (Ms. Meghna Marar), you will be directly reporting to the Sr. Executive – Quality Assurance(Ms. Prajakta Joshi)

As an intern, you will be receiving "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, paid holidays.

31

K.Nimbalkar

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

D. Y. Patil Institute of MCA and Management * Akurdi, Pune 411 044

REDMI NOTE 5 PRO
MI DUAL CAMERA

Gallagher

Insurance | Risk Management | Consulting

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 ot 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-I**. 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.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

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 of any of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

D. Y. Patil Institute of MCA and Management, Pune 411 044

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

Gallagher

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 months (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 months 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 over-stay 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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Thulasi R Senior Service Delivery Manager- Human Resource

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

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 16/12/2021

Signature:

Gallagher

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 additional 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

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

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

Gallagher

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:

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

Date: 16/12/2021

ANNEXURE – III

DECLARATION CUM UNDERTAKING

1. 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:

a. The laptop issued is solely for official purpose.
b. I shall acknowledge the receipt of the laptop via email to **GSC_Recruitment_Pune@ajg.com**
c. 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.
d. I shall not disclose the system password to anyone.
e. I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
f. I shall not share Company's proprietary/ confidential information with anyone.
g. I shall not misuse the Internet access facility granted to me.
h. I shall not to do personal work on the office computer / system.
i. I shall take print out of mails and/or documents only when absolutely necessary.

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

Gallagher

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:

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

VICTORY PRECISIONS PVT. LTD.
Plot No. A-11,Phase - IV, Chakan Industrial Area, village - Angaon, Tal. Khed, Dist. Pune - 410501.
Phone : 02135-6739334-35, E-mail : skkaushik@victoryprecisions.com, Website : www.victoryprecisions.com

Offer Letter

Date : 30/01/2022

Dear Miss. Nidhi Bharti

With reference to your application and Subsequent interview you had with us, we are pleased to offer you for the post of **Executive in our Marketing Dept.**

As per discussion, you should join on or before 01st Feb-2022.

Please accept our Offer and send signed copy as a token of acceptance.

We look forward to welcoming you as a new employee at Victory Precisions Pvt Ltd .

Yours Sincerely,

Authorized Signatory
Victory Precisions Pvt Ltd.

VICTORY PRECISIONS PVT. LTD. PUNE 410 501 CHAKAN

K. Nimkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

33

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Recruitment Drive for Marketing Executive

3 messages

Project(vppl) <project@victoryprecisions.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: marketing@victoryprecisions.com, amruta.jamdade@theoriat.com, hrd@victoryprecisions.com

Sat, Jan 29, 2022 at 12:49 PM

Hello ma'am,

As per your discussion with Mr. Saurabh Tayade, Please find attached job description.

We are looking forward for marketing executive in manufacturing firm located in Chakan, Pune.

Fresher- with 0-2 years of experience preferred manufacturing industry.

Eligibility- MBA operations/marketing (compulsory) +BE mechanical (optional) will be added advantage.

Fluency in English, Marathi, Hindi as most of the clients are International.

Advance Excel will be added advantage

Salary - CTC 250000 initially, later growth depends on performance.

Job description:

1.Request for RFQ from customer.

2.New Customer Addition

3.Customer Assessment & On boarding

4.Customer communication & Customer satisfaction

5. Digital Marketing

6.Coordination with PPC related to challenges of customer for supply plan

7.Delivery performance challenges to be discussed with Internal team as per the client demand

8.Ensuring sales as per the sales plan.

9.Statistical analysis of sales - routine work

10.Metal rate revisions & sharing on timely basis

11.Ensuring proper database of quotations, RFQ managements, metal rate revisions and other related analysis

12.Sharing export demands with the team on weekly basis.

13.Ensuring meeting timeline for NPD

14.Identification of cost saving opportunity and ensuring fulfillment & implementation

Interview location-Victory precisions Pvt. Ltd Chakan, available on Google map.

Interview date and time-30/01/2022, at 11 am walk-in

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

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

Sincerely,

Mansi Tilekar

Marketing Executive

Victory Precisions Private Limited Superseding Expectations

Plot-A-11,Phase-IV, Chakan Industrial Area, Village-Nighoje

Tal.Khed, Dist. Pune 410501, Maharashtra, India.

Phone: +91 9226574067

Follow us on:

2 attachments

image012.jpg
2K

image009.emz
40K

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

amruta jamdade <amruta.jamdade@theoriat.com>
To: "Project(vppl)" <project@victoryprecisions.com>
Cc: Sarah Dsouza <placements_mba@dypimca.ac.in>, Saurabh Tayade <marketing@victoryprecisions.com>, HRD VPPL <hrd@victoryprecisions.com>
Sat, Jan 29, 2022 at 2:26 PM

Dear Mansi

Thanks for the mail.
Thanks and Regards,
Amruta Jamdade| HR Generalist
Call : 9067460917 | (WA) :9067460917
Email: amruta.jamdade@theoriat.com

HLA GROUP

Date:
Place:

Sub: Job Offer Letter for HR & Marketing Executive

Dear NIKHITA RATAN UPASE,

We are pleased to inform you that you have been appointed as HR & Marketing Executive at HLA Group effective [Date: 20/12/2021] in our HR & Marketing Department. We consider that you will be a fine addition to our HR & Marketing team. As discussed over interview, you will be appointed as a full-time employee with starting salary of Rs.14,000 per month.

Training will be provided for one week which is unpaid. You will be on probation for a period of 3 to 6 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, the appointment is terminable by the company. On completion of the initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Once you are permanent employee, incentives will be added based on your performance. Your work timings will be from [9am] to [6pm]. No leaves are allowed during probationary period. For permanent employees, monthly 2 days casual leaves and Regional/National holidays are allowed. Every Sunday is Week Off.

We think this is the best competitive offer we can offer please send your offer acceptance along with the date of joining in reply to this email and feel free to contact the undersigned for any kind of query, clarification and further information for better understanding. Please consult with the Operations department to learn more about the company policies and to get a comprehensive job description for your role. HLA group expects the responsibilities from HR is:

Responsibilities of HR

- Designing and updating job descriptions
- Crafting emails for attracting passive candidates
- Screening incoming resumes as well as application forms
- Interviewing candidates via various mediums (e.g. in-person, phone, video)
- Preparing and distributing assignments as well as language, logical reasoning, and numerical tests
- Advertising jobs on careers pages, job boards, and social media
- Providing contacts of qualified applicants to the company's Hiring Managers

34

Vantage Plaz
Thiruvanmiyur, Chennai,
+91 96847 14479
www.hlagroup.in

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

HLA GROUP

Date:
Place:

- Sending job offer and recruiting emails, and also answering queries related to compensation and benefits
- Monitoring HR metrics (e.g. source of hire, time-to-hire and time-to-fill etc.)
- Hosting recruitment events and participating in job fairs
- Collaborating with management for identifying future staffing needs
- Providing guidance and consultancy to new recruits and also helping them onboard
- Taking care of End – End Recruitment

If you have any questions or queries at any time, do not hesitate to contact the Operations department or your direct manager accordingly.

Congratulations on your appointment. We wish you the best of luck in your job. Looking forward to years of success and fruitful cooperation.

Please sign the confidentiality agreement and scan it and send it to hr@hlagroup.live**

Regards

MAHENDRA DEV

OPERATIONS MANAGER

HLA GROUP

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Vantage Plaza, No.1, LB Rd, Thiruvanmiyur, Chennai.
contact@hlagroup.live
+91 98847 14479
www.hlagroup.live

HLA GROUP

Date:
Place:

NON-COMPETE /NON-DISCLOSURE

Purpose

This agreement, when countersigned below, shall constitute an agreement regarding certain confidential and proprietary information and trade secrets ("Confidential Information") relating to the business of HLA GROUP and NIKHITA RATAN UPASE (collectively referred to as the "Parties"), as of the date executed by the company (the "Effective Date"). For purposes of this agreement HLA GROUP. will be referred to as ("HLA", "the Company" OR the "Disclosing Party") and NIKHITA RATAN UPASE is hereinafter referred to as (the "Recipient").

Recipient shall strictly maintain the confidentiality of the Proprietary Information. Proprietary information may be shared between the Parties for use in scoping, estimating and completing projects for HLA and its clients.

Non-Compete

During this agreement Recipient shall not represent, provide services for or engage in any other way any other business of a similar nature to the business of HLA without the written consent of HLA. It is understood that Recipient will be representing HLA exclusively on these two-company offered real estate agent programs.

Recipient warrants and guarantees that during this agreement and for the twelve-month period following the termination of this agreement shall not directly or indirectly engage in any similar business with HLA current clients or HLA former clients. Nor shall recipient solicit any client of HLA for the benefit of a third party that is engaged in a similar business to that of HLA or hire any employees or sales staff or former employees or sales staff of HLA.

Confidential Information

As used herein "Confidential Information" shall mean any and all technical and non-technical information provided by the Company, including but not limited to: data or other proprietary information relating to products, inventions, plans, methods, processes, know-how, developmental or experimental work, computer programs, databases, authorship, customer lists (including the names, buying habits or practices of any clients), the names of vendors or suppliers, marketing methods, reports, analyses, business plans, financial information, statistical information, or any other subject matter pertaining to any business of the Company or any its respective clients, consultants, or licensees that is disclosed to the recipient under the terms of this Agreement.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nikrola

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

Vantage Plaza, No 1, LB Rd, Thiruvanmiyur, Chennai,
contact@hlagroup.live
+91 98847 14479
www.hlagroup.live

HLA GROUP

Date:
Place:

Permitted Disclosure

Confidential Information does not include information which:

(i) Has become generally known to the public through no wrongful act by the Recipient;
(ii) Has been rightfully received by Recipient from a third party without restriction on disclosure and without breach of an obligation of confidentiality running either directly or indirectly to the Recipient;
(iii) Has been approved for release to the general public by written authorization of the Disclosing Party;
(iv) Has been disclosed pursuant to the requirement of a governmental agency or a court of law without similar restrictions or other protections against public disclosure; or,
(v) Has been independently developed by the Recipient without use, directly or indirectly of the Disclosing Party's Confidential Information.

Confidentiality

Recipient acknowledges that it will have access to certain of the Disclosing Party's Confidential Information and agrees that it shall not directly or indirectly divulge, disclose or communicate any of the Confidential Information to any third party, except as may be required in the course of any formal business association or dealings with the Disclosing Party and in any event, only with the prior written approval of the Disclosing Party. The Recipient acknowledges that no license of the Confidential Information, by implication or otherwise, is granted to the Recipient by reason of this Agreement.

Additionally, the Recipient acknowledges that it may only use the Confidential Information in connection with its business dealings with the Disclosing Party and for no other purpose without the prior written consent of the Disclosing Party. The recipient further agrees that all Confidential Information, including without limitation any documents, files, reports, notebooks, samples, lists, correspondence, software, or other written or graphic records provided by the Disclosing Party or produced using the Disclosing Party's Confidential Information, will be held strictly confidential and returned upon request to the Disclosing Party. The term of this Agreement will be ongoing as long as the Parties are working together in any formal capacity. The conditions of this Agreement shall survive the termination of this Agreement.

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Vanagaram Road, No. 1 & 2, 1st Floor, Thiruvalluvar Nagar, Thiruvanmiyur, Chennai.
contact@hlagroup.live
+91 98847 14473
www.hlagroup.live

HLA GROUP

Date:
Place:

Consultants and Employees Bound

Recipient agrees to disclose the Confidential Information to any agents, affiliates, directors, officers or any other employees (collectively, the "Employees") solely on a need-to-know basis and represents that such Employees have signed appropriate non-disclosure agreements or taken appropriate measures imposing on such Employees a duty to third parties (1) to hold any third party proprietary information received by such Employees in the strictest confidence, (2) not to disclose such third party Confidential Information to any other third party, and (3) not to use such Confidential Information for the benefit of anyone other than to whom it belongs, without the prior express written authorization of the Disclosing Party.

Return of Materials

Upon termination or expiration of the Agreement, or upon written request of the Company, the recipient shall promptly return to the Company all documents and other tangible materials representing the Company's Confidential Information and all copies thereof. The Company shall notify immediately the recipient upon discovery of any loss or unauthorized disclosure of the Confidential Information.

Remedies

Should the Recipient breach any of the provisions of this Agreement by unauthorized use, or by disclosure of the Confidential Information to any unauthorized third party to the Company's detriment or damage, the Recipient agrees to reimburse the Company for any loss or expense incurred by the Company as a result of such use or unauthorized disclosure or attempted disclosure, including without limitation court costs and reasonable attorney's fees incurred by the Company in enforcing the provisions hereof. Recipient further agrees that any unauthorized use of or disclosure of the Confidential Information will result in irreparable damage to the Company and that the Company shall be entitled to an award by any court of competent jurisdiction of a temporary restraining order and/or preliminary injunction against such unauthorized use or disclosure by the Recipient without the need to post a bond. Such remedies, however, shall not be deemed to be the exclusive remedies for any breach of this Agreement but shall be in addition to all other remedies available at law or equity.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Vantage Plaza, No. 1, LB Rd, Thiruvanmiyur, Chennai,
+91 98847 14479
www.hlagroup.live

HLA GROUP

Date:
Place:

Choice of Law

This Agreement shall be governed by and construed in accordance with the laws of the State of INDIA without reference to its conflicts of laws principles. Any disputes arising from or related to the subject matter of this Agreement shall be heard in a court of appropriate jurisdiction in TAMILNADU, INDIA and the parties hereby consent to the personal jurisdiction and venue of these courts. If any provisions of this Agreement or its applications is held to be invalid, illegal or unenforceable in any respect, the validity, legality or enforceability of any other provisions and applications herein shall not in any way be affected or impaired.

Entire Agreement

This Agreement is the entire agreement of the parties. This Agreement may be modified only by a subsequent written agreement signed by both parties hereto.

In Witness Whereof, the parties hereto have caused this Non-Compete/Non-Disclosure Agreement to be executed by a duly authorized representative of such party of such party as of the Effective Date.

Signature

SEKAR RADHAKRISHNAN, PRESIDENT

Print Name and Title

15/12/2021

Date

Upase. N. R

Signature

NIKHITA RATAN UPASE

Print Name

15/12/2021

Date

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Vantage Plaza, No 2, LB Rd, Thiruvanmiyur, Chennai.
contact@hlagroup.live
+91 98847 14479
www.hlagroup.live

IntelliPaat
Software Solutions Pvt. Ltd.

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M) +917022374614
www.intellipaat.com

Date: November 22nd, 2021

To,
Pavanraj kontam
Subject: Internship Letter

Dear Pavanraj kontam ,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

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

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd.

Dev Bisht
Director– Human Resources

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

KALYANI TECHNOFORGE LIMITED

Great Place to Work Certified

To,
Mr.Mahesh Pawar,
At Viregaon tanda,Tq.Ghansawangi,Dist Jalna-431211

18th January, 2023

Sub: Offer Letter

Dear Mr. Mahesh Pawar,

This has reference to your interview you had with us. We are pleased to offer you employment in our organization as **"Executive Assistant"** in **O1 Grade** at our **Khed Plant.** The details of terms & conditions agreed during the discussion you had with us which are as follows:-

1. As indicated, you will join us on or before **23rd January, 2023**. A detailed Letter of appointment will be issued to you after joining. If you fail to join us on the above mentioned date the offer would automatically stand cancelled.

2. You will be paid emoluments as per the discussions you had with us at the time of interview.

3. Your appointment is subject to your being found fit in the pre-employment Medical Examination.

4. You are requested to bring along with you following documents at the time of joining

- Three copies of recent passport size photographs.
- Copies of Education Qualifications along with originals for verification
- Copy of Pan Card & Aadhaar Card
- Blood Group Certificate
- Proof of DOB

5. Confidentiality agreement will be signed at the time joining with the organization.

6. Salary offered to you is liable for modification as per the applicability of new labor codes without affecting your CTC; it will have impact on your take home.

Please sign the duplicate copy of this offer letter as token of acceptance and submit back to us within 03 days from the release of this offer letter.

Thanking you,
Yours faithfully,

Kalyani Technoforge Ltd.

M. Kotalwar

Makarand Kotalwar
Vice President & CHRO

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

KALYANI TECHNOFORGE LIMITED

Continuation Sheet...

ANNEXURE

NAME OF THE CANDIDATE – MR.MAHESH PAWAR		
GRADE-O1		EXECUTIVE ASSISTANT
S.NO.	PARTICULARS	AMOUNT (IN RS)
1	Basic	16000
2	HRA	4000
3	Additional Allowance	9991
4	Washing Allowance	1500
5	Education Allowance	200
	TOTAL A	**31691**
6	PF (12% of Basic - Per month)	1920
7	Gratuity (4.81% of Basic - Per Month, Payable on completion of 5 years of continuous services)	770
8	Statutory Bonus	3119
	TOTAL B	**5809**
	TOTAL MONTHLY CTC (A+B)	**37500**
	TOTAL YEARLY CTC	**450000**
Mediclaim Insurance: Mediclaim Insurance Family Floater Policy Rs.1 Lac (Self, spouse, 2 children age upto 25 years).		
***Above compensation structure will be replaced/modified as per the applicability of new labour codes without affecting your CTC.		

Kalyani Technoforge Ltd.

M. Kotalwar

Makarand Kotalwar
Vice President & CHRO

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

U. Nimbalkar

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Campus Recruitment Proposal

Sahana S <sahana.s@clevernist.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Thu, Mar 3, 2022 at 4:21 PM

Dear Madam,

Greetings for the day!

We are glad to inform you that 7 Students has been Selected at Clevernist.
Namely,

Shubham Wani
Govind onkar khupse
Gauri Sharad Suryawanshi
Bodhita Ramteke
Tanmayee Rajendra Joshi
Meghraj Pradip Bagul
Payal N Ramteke

Please inform the students and let me know when the students can join us.

Regards,
Sahana S

From: Sarah Dsouza <placements_mba@dypimca.ac.in>
Sent: Friday, February 25, 2022 6:43 PM
To: Sahana S <sahana.s@clevernist.com>
Cc: Ginny gandhi <ginny.gandhi@clevernist.com>; Priya Sharma <priya.sharma@clevernist.com>
Subject: Re: Campus Recruitment Proposal

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

OFFICE ADDRESS: No:46/2, Block 7 , ARK Tech Park Road, Hosa Rd, Garvebhavi Palya, Bengaluru, Karnataka 560068

JOB DESCRIPTION – Business Development Trainee (Field Sales)

Company Name: CLEVERNIST

Industry: EdTech

Company Overview: Clevernist is an online learning platform started with an intent to help students by providing them with the right training and path to outperform in their academics.

We dedicate our platform to providing you with the very best mentorship on our courses, with an emphasis on Interactive learning style, a great mentorship workaround, and affordability across all the courses thus helping students achieve more holistic education and prepare them to excel in their studies.
We are looking for ambitious, self-driven, and extraversion, persistent individuals who can take our education platform to the next level. We are looking for passionate interns who can understand the current education culture and work with our family.

Job Role: Field Sales Manager

Roles and Responsibilities:
1. Work closely with the Sales and Marketing team in assisting the growth of the business by acquiring new business leads.
2. Pitch and promote **CLEVERNIST** services to prospective clients
3. Career counseling of prospective students and understanding their learning objectives to offer relevant products to them.
4. Build sales leads through referrals and cold calling to generate sales (monthly target/revenue oriented)
5. Collaborate with the Sales and Marketing team to plan and oversee new marketing initiatives
6. Set up meetings to prepare and deliver pitches to prospective clients
7. Follow up with potential clients
8. Work with team members to identify and manage risks

Job Skills & Qualification:
1. Graduation in any degree
2. Strong communication skills
3. Critical and out-of-the-box thinking
4. Excellent organizational and leadership skills
5. Ability to perform well under pressure in a fast paced environment
6. Ability to work in a target driven environment

Location: Bangalore

Working Days: 6 days work/week (Saturday and Sunday Mandatory working)

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

OFFICE ADDRESS: No:46/2, Block 7 , ARK Tech Park Road, Hoss Rd, Garvebhavi Palya, Bengaluru, Karnataka 560068

Package:

During Training/Internship (6 Months):

1 – 3 Months - INR 25,000 (Fixed) + 10,000 (Incentive) + Reimbursement

4 – 6 Months - INR 30,000 (Fixed) + 10,000 (Incentive) + Reimbursement

Post Training/Probation Period: 10 L.P.A.

Website Link: https://clevernist.com

DIRECTOR
D. Y. Patil Institute of [illegible] of Computer Applications and [illegible]agement
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Offer: Computer Consultancy
Ref: TCSL/DT20218854120/Pune
Date: 12/01/2022

Ms. Payal Nisarg Shaha
Rh 10 1/2/3 At Post :Pavananagar, Tel:-Maval ,Dist:PuneMahagaon Road,
Near Pavana Vidya Mandir School,
Pune-410406,
Maharashtra.
Tel# 91-8530208615

Dear Payal Nisarg Shaha,

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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TCS Confidential
TCSL/DT20218854120

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 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.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹2,800/-**. 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 **₹1,900/-** 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

TATA

TERMS AND CONDITIONS

1. **Relevant Experience**
   No experience is considered to be relevant to TCSL's business

2. **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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

3. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

4. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you. This confirmation will be communicated to you in writing.

   If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

K. Nimbalkar

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

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 10 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 ILP trainees without any further intimation/separate communication to you.

5. **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.

6. **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.

7. **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.

8. **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.

9. **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.

10. **Service Agreement**
    As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service

TATA CONSULTANCY SERVICES

D.Y. Patil Institute of MCA and Management Akurdi, Pune, 411 044

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

of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Confidentiality Agreement

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

12. 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.

13. 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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

14. Terms and Conditions

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

15. 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.

16. Notice Period

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

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

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

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

17. 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.

18. 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.

19. 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.

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

K. Nimbalkar

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

20. 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.

21. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

22. Initial Training Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

23. 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.

24. 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.

25. 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.

26. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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 Xperience Centres
Annexure 3: Confidentiality and IP Terms

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET

Annexure 1

Name	Payal Nisarg Shaha
Designation	Management 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 #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
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	47,628	5,79,430

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

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

*** 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.

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	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

TCS Confidential
TCSL/DT20218854120

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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 3, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IBC 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 – Gurgoan 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 - 452016, 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 Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

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.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimbalkar

DIRECTOR

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

(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.

D. Y. Patil Institute of MCA and Management
Akurdi
Pune
411 044

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

TCS Confidential
TCSL/DT20218854120

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

(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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Digitrendz

OFFER LETTER

November 1, 2022

Dear Mr. Piyush Pradip Jadhav

We at Digitrendz Agency, are extremely proud and pleased to inform you that after carefully considering your application, we have arrived upon a consensus that you will be our **Digital Marketing Executive.** We congratulate you on this achievement.

We at Digitrendz Agency have a strong work ethic when it comes to dealing with our consumers and maintaining their level of satisfaction and confidentiality. We believe every problem and difficulty can be resolved if there is the will to resolve them and the resources to support confidence.

Any breach of contract or confidentiality can lead to legal matters. We expect you to maintain work confidentiality. Your joining date would be the **7th of November 2022**, which is the approaching Monday.

- The work day at the office officially starts at 10.30 am and gets over at 7 pm. This includes 60 minutes of total break. Don't miss to register for the login & logout time.
- Your starting salary of 25,000 per month shall be transferred by 10th of every month.
- We at Digitrendz Agency follow an Increasing Incentive Policy and we believe that once you start working for us, you, too, shall appreciate our work ethic and proudly represent our image.
- It's a one-year contract. Any termination will lead to legal penalties.
- You can terminate only after giving a notice of minimum one month.
- Any disclosure, breach of confidentiality or communication with the clients during the
- working time period or 1-year post-termination can lead to penalties up to 1,00,000. This shall be held as client poaching.

We look forward to working with you. **Welcome to The Digitrendz Family!**

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Regards,

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

Rounak Shirodkar

Address
Anant Paradise, Near Mahavir college, Kolhapur.

Email
info@digitrendzsolutions.com

Phone
9766633244

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

November 19, 2021

Ms. Prachiti Digambar Jondhale
B12, Sarovar Housing Socity, Jijamata Chowk, Near Gurudwara Chowk

Nigdi Pune 411033

Dear Prachiti Digambar,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 06, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K.Nimbalkar

DIRECTOR

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

Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Prachiti Digambar, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0038,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Acceptance:

I, **Prachiti Digambar Jondhale** agree to accept employment on the above-mentioned terms and conditions. I'll report for
duty on **06-12-2021**

Date 21-11-2021

Signature: 

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

Annexure A

November 19, 2021

Ms. Prachiti Digambar Jondhale

Designation: Associate -Operations

Band: A1

Start Date: On or before December 06, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

"Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum

incentive amount for you under the plan is 10.5% of your 'TGC'".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nirmala

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed: 

Name: **Prachiti Digambar Jondhale**

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Offer: Computer Consultancy
Ref: TCSL/DT20218782969/Pune
Date: 12/01/2022

Mr. Pradeep Vishnu Kurund
Sr No 294/2b Nimbalkar Nagar,
Nimbalkar Nagar, Lohegoan,
Pune-411047,
Maharashtra.
Tel# 91-8600146030

Dear Pradeep Vishnu Kurund,

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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Al Maya International L.L.C. (Oman)

المايا الدولية ش.م.م. (عمان)

January 18, 2023

Mr. Pratik Pund

Appointment Offer

This is to inform you that **Al Maya International LLC (Oman)** is offering you the following proposal, if acceptable to you, please sign this appointment offer to proceed with further formalities.

Offer: The Company shall employ you and you shall serve the Company in the capacity of **"Management Trainee"** being responsible for duties enlisted in Annexure 1, upon the terms and conditions contained herein and the remuneration mentioned below:

Sr. No.	Particulars	Amount in RO
1	Basic Salary	120.000
2	Other Allowance	80.000
3	Food Allowance	30.000
4	Entertainment Allowance	20.000
	Total	**250.000**

Terms & Conditions:

1. You will be on probationary period for **6 Months** commencing from the date of reporting to the Company with the intention of joining work.
2. You will be eligible for Bachelor type sharing company accommodation.
3. The Company reserves the right to terminate your services within 6 Months of the probationary period without prior notice, if your performance is below par, at your cost.
4. Management has the right to refuse any emergency vacation request without cause at their discretion.
5. You will also be entitled to sick leave when and as decided by the medical authorities recognized by the company and according to the valid Labor Laws of the Sultanate of Oman.
6. Either party giving other party one month notice at any time of contract duration can terminate this contract.
7. The duration of your service contract with us will be for 2 years.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

8. You will be entitled for leave of 60 Days without pay after continuous service of 2 years.

9. The Company will provide you air passage while proceeding to your leave due after 2 years of continuous service as below:

Muscat – Country of Origin - Muscat

10. You will be provided medical insurance as per the rules and regulations of the Company.

11. You will be provided insurance as per the rules and regulations of the Company.

12. Your relationship with the Company will be to the provisions of relevant laws in force in the Sultanate of Oman.

13. You agree to keep your passport in the custody of the company which shall be provided to you as and when needed after following the appropriate procedure and required approval.

14. The contract period will be of two years and in case of termination of the contract you shall bear all the expenses incurred by the Company for your employment.

15. End of service benefits will be provided as per Company rules and the Laws of Sultanate of Oman.

If the above mentioned offer is acceptable to you please sign this offer in order to proceed with rest of the formalities.

You are required to send us a copy of this document duly signed and accepted along with your passport copy and 8 photographs along with a medically fit certificate for us to process your visa documents at the earliest.

For Al Maya International LLC

Ram Kaurani
General Manager

Accepted the above terms

Pratik Pund

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.Nimbalkar

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

PRATA SOLAR

OFFER LETTER

Dear Mohite Pranav Anil,

With reference to the interview/s you had with us, we are pleased to inform you that your employment with **Prata Solar Private Limited** (Hereinafter referred as "**Company**") having its registered office at P323, Third Floor, Mayur Trade Centre 1, Near Chinchwad railway Station, Pune has been confirmed in the designation of "**Business Development Executive**" with effect from **21st March 2022,** subject to the following Terms and Conditions. This Offer Letter supersedes all other communications made to you prior to the date of issue of this Offer Letter.

1. **PLACE OF WORK**
   Work location is Head OfficeP 323, Third Floor, Mayur Trade Center 1, Near Chinchwad Railway Station, Pimpri-Chinchwad. However, you may be required sometime to work anywhere in India if the Company so directs based on the exigencies of work. You would also provide your services for the Company, its subsidiaries, or associates, if/as and when required.

2. **EMOLUMENTS**
   Cash Compensation: Your commencing Cost to Company ("CTC") will be **Rs. 3,00,000 per annum** payable in accordance with the Company's standard payroll schedule (every month). Breakdown of the CTC is mentioned in Annexure A, taking your potential CTC to **Rs. 3,00,000 per annum**. After the monthly target of 100 kilowatt incentive will be given based on per kilowatt sale Your salary and perquisites are subject to applicable Income Tax Laws of India and all personal taxation must be deducted at source from time to time. Company does not accept any responsibility for its accuracy in case the details to avail exemption are not furnished in time.

3. **REPORTING**
   You would be reporting to the Prata Solar leadership and/or to whosoever the Company deems fit to be your supervisor.

42

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

4. **PROBATION**

You will be placed on probation for a period of 3 month from your date of joining. On the successful completion of your probation period, you may also be confirmed in writing, based upon your performance, subject to satisfaction of your supervisor and the management.

5. **REVIEWS**

Performance reviews will be done on a half yearly basis with the first one at the end of six months. Your increments are discretionary and will be subjects to and based on your effective performance and results during the period as also the performance and results of the Company. Generally, salary reviews would be done once every year.

6. **RESPONSIBILITIES & KRA**

As per your office, you will be required to carry out your duties and responsibilities effectively, to achieve the desired results which may include working late hours.

- Familiarizing yourself with products offered by our company.
- Procuring new clients through direct contact or market research
- Attending networking activities to research and connect with prospective clients.
- Crafting business proposals and contracts to draw in more revenue from clients.
- B2B and B2B Lead Generation and sales conversation

7. **LEAVE**

Every employee is eligible for leaves as per the prevailing leave policy of the Company.

8. **CONFIDENTIALITY OF INFORMATION**

a. You will not, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company, company's customers, company's technical know-how, business practices or any other information.

b. The employee/probationer shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company, or during the course of his/her work the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, etc., but shall not include information known or available to the Employee prior to his/

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

her employment with the company and/ or readily available to persons of ordinary skills in the assigned areas of technical/ business expertise.

10. COMPANY POLICY

To the extent not inconsistent with the terms and conditions of this Offer Letter, each employee shall be subject to the Bylaws, policies, practices, procedures and rules of the Company, including those policies and procedures specified in the Company's Employee Handbook. Each employee requires to sign off on all Company policies and handbook.

Violation of company cybersecurity, confidentiality, and other written policies would result in immediate termination without any notice period.

11. EQUIPMENT POLICY

(a) The employee shall understand that the equipment they receive from Prata Solar is company-owned and they are using it for work-related purposes. Only company issued equipment should be used for all company work. Employee shall be responsible for the care and maintenance of the equipment. In case the equipment is damaged, lost, stolen, while outside the office premises, employee will be fully liable for its cost of replacement. In case the equipment gets broken due to wear and tear, employee must have it inspected with the company's tech department as soon as possible.

(b) Upon the termination of employment, employee must surrender and return the equipment to the Company. In absence of notice, the Company has the full right to withhold employee's final pay until return of the equipment or that notice has been given. Its sole responsibility of the employee to send back the equipment to the Company provided address. Courier charges for returning the equipment shall be reimbursed by the Company on actuals. This Offer Letter includes, but is not limited to, laptops, cell phones and other equipment. Failure to return the equipment will be considered theft and may lead to criminal prosecution by Company.

12. DISCIPLINE

a. You will be governed by the Company's rules and regulations that may be promulgated from time to time.

b. You shall not refuse to take up any assignment that may be offered to you by the Company.

c. You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/ customers and maintain & represent the Company's high standards of

D. Y. Patil Institute of MCA and Management Akurdi, Pune-411044

K. Nimbalkar

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

professional Services at all times, whether in the Company or at its client's site(s).

d. You shall be responsible for all Company properties and material that are in your possession, and all infrastructure like telephones, computers, Laptops, machines, equipment, other paraphernalia etc. that have been provided to you to enable you in your work.

e. You shall not publicly criticize, defame or misrepresented the Company and shall not, knowingly, commit any such actions which may result in the company's image/business being adversely affected.

f. During the course of your employment with the Company you will not solicit business of any nature, either directly or indirectly, for yourself, or for any other party, from the company's clients and/ or customers.

g. You shall not indulge in any activity/act which is unbecoming of the conduct of a professional/ employee of this Company.

h. Regularity in employment and punctuality at the work place is a condition of service. If you remain absent without prior intimation or approved leave for 7 continuous working days you shall be considered as having voluntarily abandoned your employment without giving any notice and you will not be eligible to get the full & final settlement from the organization.

13. POSTAL ADDRESS

You will keep the company informed of the postal address along with contact number for communication including the charges that may occur during your period of employment with the Company.

14. WORKING HOURS

You shall be expected to work a minimum of 40 hours a week between 10:00 AM and 6:00 PM IST on weekdays. The working hours are subject to change, depending on the requirements of the company/client.

15. OWNERSHIP OF INVENTIONS, IDEAS, ETC.

K.N.

DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

a. The company shall be the sole owner of all inventions, ideas, materials, systems, codes etc. that may be devised/created by the Employee in the course of his/her employment with the Company.

b. The Employee shall have no claim of any nature whatsoever and undertakes not to utilize, part with or divulge such information to any third party, even after he/she has ceased to be an employee of the Company.

c. The above terms and conditions shall be binding upon the both the parties hereto during the entire course of employment of the Employee with the Company.

d. Apart from the above terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

16. AUTHENTICITY OF INFORMATION

This appointment is made on the basis of information provided by you in the application and also at the time of interview. Original copies of your certificates, testimonials and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false or it you are found to have willfully suppressed any material information, you will be liable to be removed from service without any notice.

18. TERMINATION

a. This contract of employment is terminable by either party by giving 10 days notice during probationary period with notice on immediate basis. On payment of salary in lieu of the notice period. Either party is not bound to give any reason, therefore. Further, the company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof.

b. In the event of any misconduct or breach of terms of employment on the part of the employee during probation or on/after confirmation the company reserves the right to terminate this contract immediately without any notice.

c. If any leave is due to the employee, salary in lieu of such leave will be paid, subject to the limits laid down in this respect.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

d. On termination of this contact, you will immediately give up to the Company before you are relieved, all correspondences, specifications formulae, books, documents, cost data, market data, literature, drawings, effects or records, machines and tools, etc. belonging to the company or relating to its business and shall not make or retain any copies of these items, including those on email.

19. GOVERNING LAW, JURISDICTION

This letter will be governed by the laws of India. Any dispute arising under this letter will be come under exclusive jurisdiction of courts of Pune, India. The above terms and conditions are subject to changes from time to time and the Company reserves the right to make such changes, without prior notice. Please sign the copy of this letter, as a token of acceptance of your appointment on the terms and conditions mentioned above.

We welcome you aboard and wish you a pleasant, fruitful and mutually beneficial association with the company.

Warm Regards,
HR Manager

I have carefully read all the above-mentioned terms and conditions in the letter of appointment and I hereby undertake to abide by the same.

Signature

Name:

Date:

Place: Pune

Name: Prasheek Gaikwad

Title: Director

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

ANNEXURE A

Components	Monthly	Annual	Details
Earnings			
Basic	12,500	1,50,000	50% of Gross Salary
HRA	6,250	75,000	50% of Basic
Conveyance Allowance	1,600	19,200	INR 1600 per month
Travel Allowance	4,650	55,800	Balancing amount
Gross Salary	**25,000**	**3,00,000**	
Retirals			
CTC	**25,000**	**3,00,000**	Cost To Company
Deductions			
Professional Tax	200	2400	
ESI	-	0	Applicable on monthly salary under Rs. 21000
Take Home before TDS	**24,800**	**2,97,600**	

Enter Annual CTC	3,00,000	INR
Enter Gross Salary	3,00,000	INR

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimala

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

Allstate | Solutions Private Limited

December 01, 2021

Mr. Pratik Sanjay Nhalve
#10, INS Shivaji Road, Bhushi Goan, Lonavla District, Pune 410401

Dear Pratik Sanjay,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 16, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B.**

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall

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

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

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum Incentive amount for you under the plan is 10.5% of your 'TGC".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws) • Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

CIN Number U74999KA2012Y TC064Z0

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

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

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

Designation: Associate -Operations Band: A1 Start Date: On or before December 16, 2021 Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR 400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

**Annual Incentive Plan:

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Pratik Sanjay, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0043,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, PRATIK SANJAY NHALVE, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before 16/12/2021

Date 03/12/2021 Signature: 

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900MA2017PTC288201

Allstate | Solutions Private Limited

Annexure A

December 01, 2021

Mr. Pratik Sanjay Nhalve

K.Nimbalkar

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

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed: 

Name:PRATIK SANJAY NHALVE

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

zensar

Ref: 0086455/2055706

19-Apr-2022

Ms. Radha Kashiram Ghatge

Dear Radha,

We are pleased to award you an **Intern** assignment in our organization. The terms and conditions of this assignment are as follows:

1. This assignment will be for a period, beginning from **27-Apr-2022 till 26-Oct-2022.**
2. The duration of the assignment may be extended on the basis of the status of the assignment that time and upon mutual discussion at the end of the above stated duration.
3. You will be available to our company in Pune or any of its branches and associate offices around the country as per the requirement of the assignment.
4. You will report to Vidya Nair in the company during the tenure of this assignment.
5. It is agreed that the number of hours, which you may have to put in for completing this assignment under normal conditions, shall be around 45 hours a week.
6. Either party can terminate this assignment at any time, by giving **One Month notice** to the other in writing.
7. Your professional charges will be paid to you once a month, on your raising a demand note on Zensar Technologies Ltd. The agreed monthly professional fee for your service is **Rs. 20,000/- Per Month (Rupees Twenty Thousand Only**). The tax on this amount will be deducted at applicable rates at source.
8. This is a purely Project Intern arrangement and should not be construed as or does not confer upon you an employee status.
9. Confidentiality: You agree at all times during the term of your internship with our Company and thereafter (without limit of time):

- Hold Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

K. Nimbalkar
DIRECTOR

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

- Not to disclose or divulge Confidential Information to any person or entity without written authorization of the Company

- You agree to return to Company all proprietary information, including copies of paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your Assignment.

- "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether oral or written or in electronic format and whether marked confidential or not, including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this Assignment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of the Company and in addition to the terms stipulated in this Agreement herein you agree to execute a Non Disclosure Agreement with the Company.

Any breach of this provision shall be treated as a gross violation of the terms herein and your Assignment are liable to be terminated without notice.

10. Intellectual Property

- All intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your Assignment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this Assignment with the Company shall be the exclusive property of the Company and you agree to assign all such Intellectual Property created during your Assignment to the company .

K. Nimbalkar

DIRECTOR

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

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

zensar™

- You agree at the Company's expense, to provide, during and after the Assignment, all such assistance
  as the Company reasonably considers necessary, to secure the vesting of such rights in the Company.

11. Other Terms and Conditions:

- You agree not to undertake employment, whether full-time or part-time of any other organization/ entity engaged in any forms of business activity without the consent of 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 read, sign and return to the Company the code of work ethics document and abide by it to all your day to day transaction in the Company during your Assignment and post termination for whatsoever reasons.

This Agreement is given to you in duplicate. Please sign and return one of the copies in acceptance of the Assignment on the above said terms.
We look forward to a meaningful and mutually satisfying professional relationship.

Sincerely yours,
For Zensar Technologies Ltd.

Sanjeeva Maithani
Vice President – Human Resources

Radha Ghatge
radhakghatge@gmail.com

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Selection in Tudip Technologies Internship Program

3 messages

Tudip Recruitment <joinus@tudip.com>
To: radhikakulkarni2420@gmail.com
Cc: Tudip Recruitment <joinus@tudip.com>, Sarah Dsouza <placements_mba@dypimca.ac.in>

Fri, Oct 14, 2022 at 2:07 PM

Dear Radhika,

With reference to your application for an internship, we would like to congratulate you on your selection for an internship with Tudip Technologies for a period of 6 months.

Your internship will start on Thursday, 10th February 2022, and end on Wednesday, 10th August 2022. The stipend for this internship will be 5,000 INR for the first 2 months, 7,500 for next 2 months and 10,000 for next 2 months, after internship after that based on performance we can give them permanent employment of 3.2 LPA.

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in academics.

Please confirm your participation in this internship program latest by **October, 15th 2022, 11.00 AM.**

Here are more granular details about the same:

Reporting Details are mentioned below:

Date: Wednesday, 2nd November 2022.
Time: 11:30 AM (Only for the first day).

Venue:

Tudip Technologies Pvt Ltd,

Datta Mandir Road, Wakad,

Pune, Maharashtra 411057

Locate us: https://goo.gl/EeMNRs

Few things to note:

HR Team would take care of:

- Introducing you to your mentor who would explain the project details and would be your primary point of contact.
- For all practical purposes, you would remain an employee of the company and feel free to enjoy our premises and benefits to get a real flavor of what we do and how we do it to witness this unprecedented growth. At the same time, as you would be under the Non-Disclosure Agreement (NDA), you would be expected to maintain the required confidentiality.

We all are super excited to welcome you :)

Regards,

Mangesh Shinde
mangesh.shinde@tudip.com | Skype: mangesh.shinde@tudip.com
Tudip

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Mangesh Shinde

On Fri, Oct 14, 2022 at 8:13 PM Radhika Kulkarni <radhikakulkarni2420@gmail.com> wrote:

Hello Team Tudip,

Thank you for the opportunity,
I had one query related to the dates.

The dates mentioned in the mail are of the year 2022.

Is there any mistake in the dates or will I be starting with the employment from November 22 and skip the intership part due to my experience.

Also I would request you to send me the offer letter.

Thank You,
Radhika Kulkarni
7249372477

[Quoted text hidden]

[Quoted text hidden]

tip Recruitment <joinus@tudip.com> Mon, Oct 17, 2022 at 10:06 AM
To: Radhika Kulkarni <radhikakulkarni2420@gmail.com>
Cc: Sarah Dsouza <placements_mba@dypimca.ac.in>, Tudip Recruitment <joinus@tudip.com>

Hi Radhika,

We have not received your response yet so we are revoking this position.

[Quoted text hidden]

[Quoted text hidden]

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

December 01, 2021

Mr. Rahul Suresh Bundele
Ramdaspeth Damlemarg, Akola, Opp Akshay Apartment, Pune 444001

Dear Rahul,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 16, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

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

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

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K. Nimale

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

December 01, 2021

Mr. Rahul Suresh Bundele

Designation: Associate -Operations

Band: A1

Start Date: On or before December 16, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimala

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

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

K. Nimbalkar

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

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

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rahul Suresh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0045,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

"Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Saicon Technologies India Pvt. Ltd.
S. No. 112/4, "Saru Shyam" Height, 2nd floor,
Alandi Road, Mental Corner, Yerwada, Pune - 411 006.
Tel.: +91 - 20 - 26613385, Fax : +91 - 20 - 26612788
E-mail : info@saicontech.in Website : www.saicontech.in

APPOINTMENT LETTER

14th November 2022

To,

Mr. Rahul Sharma

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Trainee Technical Recruiter** in our Company's Indian Market Operations on the following terms and conditions: -

1. **PAY AND ALLOWANCES: -**

   i. **GROSS Annual SALARY:-**

   Your Gross salary will be Rs. **2,40,000 Per** annum.

   ii. **ALLOWANCES AND PREQUISITES:-**

   Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the Annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be communicated to you on your joining the services of the Company.

2. **TRAINING: -**

   You will be on training for a brief period from the date of joining on various aspects of the activities of the Company both Technical, Non-Technical and Administrative matters. Your employment would require continuous updating of skills and knowledge. You will agree to undergo any training program as identified by your superior either in India or abroad.

3. **MINIMUM TENURE: -**

You shall serve the Company for a minimum period of six months after completion of training. In the event, you voluntarily leave the service of the Company either during

- Training period.
- Or within six months from the date of completion of training.

Saicon Technologies India Pvt. Ltd. Pune-06

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

CIEL

CIEL/16979/OL/Asian Paints/Jun/2021

04/06/2021

OFFER LETTER

Dear **Rajnish Dwivedi,**

We are pleased to offer you employment in our organization as **DSR,** and that your services are being deputed to **Asian Paints** on the following terms and conditions

Your employment will be valid from **10 Jun 2021** to **09 Jun 2022**.

During the above mentioned period, your services may be deputed to our client to do work pertaining to incidental to the client's business, at any of their locations within India.

Your Annual **Gross Salary** will be Rs **260400.00.** Your Salary Breakup is given below.

Your employment is subject to:

a. Proof of your educational certificates (Optional), Aadhar proof, Age Proof, and Passport size photographs.

b. You have to fill joining Form, Applicant Profile form and PF Nomination form, etc. and arrange to submit it on or before joining.

Please note that this is only an offer of employment for a fixed term and is not to be constructed as an appointment letter. An appointment letter would be issued to you on your accepting this offer.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the offer, a detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best!

With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

48

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

5-06-2021
(Acceptance Signature and Date)

CIEL

Name	**Rajnish Dwivedi**	Location	**Pune**
Designation	**DSR**	DOB	**29 Jan 1997**
Period Of Employment	**10 Jun 2021** to **09 Jun 2022**	Father Name	**Shrikant Dwivedi**

Salary	Monthly CTC	Annual CTC
Basic	15000	180000
House Rent Allowance	6700	80400
Gross Earning	**21700**	**260400**
Employer PF	1800	21600
CTC	**23500**	**282000**
PF	1800	21600
Gross Deduction	**1800**	**21600**
Net Pay	**19900**	**238800**

Professional Tax (PT)deduction as per respective state government norms & Incometax (IT) deduction as per the norms of Incometax department. The statutory payments & deductions as and when applicable.

With warm regards,

Yours truly,
For CIEL HR Services Pvt Ltd.

Aditya Narayan Mishra
CEO

I hereby accept the above-mentioned terms and conditions
Signature:
Date: 5-06-2021

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

CIEL HR Services Private Limited
#2802 2nd and 3rd Floor, Broadway Building, 27th Main Road, HSR Layout Sector 1, Bangalore-560102 Tel: +91 7816000111
Regd Off: Door No 41, plot No 3726, Q Block, 6th Avenue, Anna Nagar, Chennai -600040,
Tel: +91-44-4310 9999 E-mail: info@cielhr.com Web: www.cielhr.com CIN No U74140TN2007PTC065002

CYBAGE

Date: **December 01, 2021**

Letter of Offer

Dear **Rohan Jejurkar,**

Further to your interview dated **November 30, 2021**, we are pleased to offer you the position of **Trainee - Technical Support Executive** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 20,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Technical Support Executive.**

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

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from **December 02, 2021** 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.
7th Floor, Tower-B, EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Phase- II, S. No. 72/2/1, Kharadi,
Pune – 411014, Maharashtra

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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

CYBAGE

SALARY BREAK-UP

Name:	**Rohan Jejurkar**
Designation:	Technical Support Executive
Date Of Joining:	December 02, 2021
Department:	Support Services
Primary Skill:	Technical Support
Location:	Pune

Tina Rastogi
Vice President - Human Capital Management

ANNEXURE-1

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	162,000
ii	HRA	16,200
iii	Bonus \ Ex-Gratia	86,400
iv	EPF Employer's Contribution	23,400
	ANNUAL GROSS FIXED SALARY	**288,000**
B	**Major benefits**	
v	Gratuity	7,792
vi	Insurance-Mediclaim	6,600
vii	Insurance-Term Life	1,308
	TOTAL COMPENSATION (A+B)	**303,700**

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

CYBAGE

C	Variable Pay	28,800
D	COST TO COMPANY (A+B+C)	332,500

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

Explanation of terms used:

i. **Basic**: This is the base component of the salary to which many other components are linked. This amount is fully taxable.

ii. **HRA**: This amount will not be taxable if you submit appropriate rent agreement and rent receipts. Tax benefit calculation will be done on the basis of provisions of Income Tax Act, 1961.

iii. **Children Education Allowance**: This amount can be claimed as non-taxable by producing school fee receipts of your children to a maximum of Rs. 1200/- per child per year, for two children. (This can be claimed over & above deduction U/s 80 C of Rs. 150000/-)

iv. **Bonus \ Ex-Gratia:**

As per the statutory regulation, if you are covered under the payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-Gratia"

v. **LTA**: Leave Travel Allowance is a part of your monthly gross salary. You will receive this component on a monthly basis. On submission of required travel proofs, the total amount of the bills produced or the maximum amount of LTA, whichever is less will be considered as non-taxable. In case you have not travelled, you will still receive this amount, as a taxable component of your salary. Tax benefit calculations will be done on the basis of provision and guidance under the Income Tax Act, 1961. LTA claim can be submitted for a maximum of 2 trips within India, in a block of 4 calendar years. Proof of travel viz. air/rail/bus ticket, boarding pass, toll tax receipts (in case of taxi travel), etc. should be submitted to the Finance department if the amount is not desired to be taxed. The proofs should be submitted to the Finance department within 15 days of your return from leave.

vi. **Conveyance allowance**: To meet the expenditure of commute between the place of residence and office/place of duty. In cases when there is no commute to work place this allowance shall not be applicable.

vii. **Special Allowance**: This will vary as it is based on the difference between your gross salary and other components that make up the entire salary. It is a fully taxable component.

viii. **Company's contribution to Provident Fund:** This is calculated as 13.16% of all the above mentioned components (excluding HRA) or Rs. 1,80,000, whichever is lesser.

ix. **Gratuity:** This provides you a lump sum benefit upon separation after completion of 5 years of continuous service or on retirement or when deceased. The gratuity is computed as per the Payment of Gratuity Act, 1972, as: Last drawn basic salary * no. of years served * 15/26. This amount is subject to a maximum limit as may be prescribed by the Payment of Gratuity Act 1972.

x. **Mediclaim Insurance:** As per the company policy, you are eligible for Insurance. At present the insurance cover available for Cybage employees is:

a. **Medical cover** of Rs. 2,50,000/- for employee, spouse and two dependent children. Includes maternity benefit limited to Rs. 40,000 /- for up to two children.

b. **Accident cover** of Rs. 10,00,000/-, payable to beneficiary in case of death of employee. Covers payment for medical leaves taken by employee after accident at the rate of 1% of sum insured or Rs. 10000/-, whichever lower. Does not include hospitalization cover.

The insurance aforesaid are subject to review as per Cybage policy on an annual basis.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

CYBAGE

xi. **Term Life Insurance**: As per the company policy, you are eligible for Term life Insurance.

At present the insurance cover available for Cybage employees is 7 times of Annual Gross Fixed salary. The insurance aforesaid are subject to review as per the Cybage policy on an annual basis.

xii. **Variable Salary:**

The eligibility and payment criteria of Variable pay shall be as follows:

a. Only employees of Cybage India software Pvt. Ltd ('Cybage') shall be eligible for Variable pay, provided it is part of the salary structure of respective employee.
b. Payment of variable pay is contingent upon the Cybage's annual revenue growth for Software Services and individual's performance. It is capped up to 10% of the employee's annual gross salary.
c. Cybage's annual revenue growth for Software Services shall exclude any revenue generated through inorganic merger and acquisition.
d. Variable pay shall be prorated for the salary remitted to the employee's during the preceding financial year, ending March 31st.
e. Variable pay shall be paid to all employees who are on the payroll of Cybage and not serving notice period as of March 31st.

Income Tax: Income tax and Professional tax will be deducted at source as per the rules applicable.

The information pertaining to compensation and benefits is personal and confidential in nature. You should maintain confidentiality of your compensation details and any increment.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

CYBAGE

ANNEXURE-2

Additional Terms and Conditions of Offer

1. Date of joining:

This offer for employment is subject to your joining and reporting to the designated Cybage on **December 02, 2021,** failing which this offer will stand withdrawn. In case of such withdrawal of offer, Cybage reserves the right to re-consider or reject your employment with Cybage.

2. Work location and transfer:

Your initial location after joining will be at Cybage **Pune** office. This offer is subject to your preparedness to work in any of the locations of Cybage or its affiliates. Your services are transferable and you may be assigned to any office of Cybage or an associate company.

3. Mandatory tenure of employment:

On joining Cybage, you will continue to be employed with Cybage for a minimum period of fifteen months. If you resign before expiry of the mandatory term of employment of fifteen months, you shall be liable to pay to Cybage damages equivalent to Rupees One Lakh. On joining, you will be required to sign a service agreement to this effect.

4. Background verification:

This offer for employment is subject to the satisfactory completion of your background reference check, which includes verification of your past employment details based on the documents and information furnished by you at the time of joining Cybage and verification of all other documents submitted by you as a reference for your educational qualifications or any other credentials.

In case you are unable to furnish necessary documents and information for completing your background reference check or in case you furnish any misleading information or false documents, Cybage reserves the right to terminate your employment irrespective of anything to the contrary in the Company's Policies.

5. Travel and passport:

You should possess a valid passport during your employment with Cybage. In case you do not have a valid passport at the time of joining, you should get one issued within three months from the date of joining.

6. Confidentiality and return of materials:

You will be required to maintain organizational secrecy and confidentiality with respect to information and procedures followed in Cybage. You should not disclose any information/materials that are an intellectual property of Cybage, its associate companies, or clients.
Upon resignation or termination of your employment, you will return to Cybage all papers and documents which may at that time be in your possession. This includes all type of material related to the business of Cybage or any of its associates or branches and you will not retain any copies or extracts therefrom.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimrod

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

CYBAGE

7. **Non-competition**:

During the term of your employment with Cybage, you will not engage in any other employment, occupation, consulting, or other business activity related to the business in which Cybage is now involved or becomes involved during the term of your employment. You will not engage in any other activity that conflicts with your obligations to Cybage during the term of your employment and for one year thereafter without the prior written consent of Cybage.

8. **Leaves and holidays:**

You will be entitled to 13 planned leaves and 8 unplanned (pro-rata) leaves in every calendar year. The planned leaves will be credited semi-annually at the rate of 6.5 leaves. Unplanned leaves will be credited as per Company policy. The list of national holidays is declared by the HR department at the beginning of each year. Based on your date of joining, your leaves will be prorated.

9. **Appraisal:**

Your performance shall be assessed at regular time intervals and you shall be eligible for salary revision based on your performance and your capability as well as company's performance. Your designation may change at the discretion of the Company.

10. **Dress code:**

Work dress code ranges from Formal to Business Casual to Casual. Cybage's objective in establishing a dress code is to allow our employees to work comfortably in the workplace, while projecting a professional image not only to our customers, potential employees, community, and visitors but also within the organization. Since all casual clothing is not suitable for office, the dress code is specified in the employee manual to help you determine what is appropriate to wear to work. You should adhere to the dress code published in the employee manual on intranet.

You are required to wear formals on your date of joining, which is:

- **For Gentlemen:** Formal full sleeve shirts and trousers with a tie and polished formal shoes.
- **For Ladies:** Western formals, salwar-kameez or formal saris with sandals.

11. **Termination and resignation**:

A. **Termination**: Cybage reserves the right to terminate the services of an employee:

a) With or without cause by providing one month's notice or one month's salary instead of the notice.

b) Without notice in the following cases:

i. If the employee is absent or on unauthorized leave without notice in writing or without sufficient reasons for seven days or more

ii. If the employee goes on a strike or supports a strike in contravention of any law for the time being in force or

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

iii. The employee causes damage to the physical or intellectual property of Cybage or any of its clients/associates

B. **Resignation**: For resigning from Cybage, you are required to serve a notice period as per the policy of resignation and as applicable at the time of departure. In case of a shortfall of notice period, the relieving date shall be the prerogative of the company, and shall be within the notice period. Further, the company reserves the right to recover an amount equivalent to the consolidated salary for the number of days of shortfall.

12. **Rules and regulations:**

You will be subject to all rules and regulations of Cybage that are in force and shall abide by them until in employment with the organization. Cybage polices are available on its intranet, which is accessible to every Cybagian, and are updated from time to time. You are expected to be aware of the company's policies and abide by them.
Cybage reserves the right to modify any or all of the above terms and conditions that shall be binding on you, from time to time.
You will be governed by the code of conduct, discipline, rules, and regulations as laid down by the Company. These can be modified and updated from time to time, and these will be deemed to form an integral part of this offer of employment.

13. **Acceptance:**

If the terms and conditions of this offer are acceptable to you, kindly return a duplicate of this letter of offer duly signed with your acceptance.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

CYBAGE

ANNEXURE-3

JOINING TIME: DOCUMENT CHECKLIST

Originals and photocopies of the following documents need to be submitted on the day of joining. Non-submission of any of the documents will lead to deferment of joining formalities. Original documents will be returned after verification.

A. Educational documents:

1. 10th and 12th/Diploma mark sheets
2. Degree certificate and mark sheet (all semesters/years)
3. PG certificate and mark sheet (if applicable – for all semesters/years) 4. Any Certification mark sheet/certificate

B. Employment documents:

1. Relieving letter/resignation acceptance email/document from previous employer (Prior to Cybage)
2. Relieving and Experience letter from all past employers
3. Last 3 salary slips
4. Salary proof of fixed and variable components (appointment/increment letter)
5. Bank statement for last 3 months (if working on contract)

C. Personal documents:

1. Marriage certificate (if applicable)
2. 3 passport size photographs (with white background)
3. Passport
4. PAN (Permanent Account Number) Card
5. Aadhar Card

Before the date of joining, kindly forward the copy of your resignation letter and the acceptance of the same by your previous Employer HR to talent2join@cybage.com. You can also mail us on talent2join@cybage.com if you have any queries.

ACCEPTANCE OF OFFER

I have read the offer letter and the annexed polices. I hereby accept the offer on the aforesaid terms.

I solemnly affirm that I am not under any medication on account of any medical condition, which may adversely affect the performance of my duties in the event of my appointment pursuant to my acceptance of this offer.

I shall join duties with effect from the date mentioned hereinabove. In case of delays in joining, I shall inform the concerned authority one week in advance in writing.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

CYBAGE

Name: **Rohan Jejurkar** Signature: 

Date: 01/11/2021 Place: Pune

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimkar

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

Al Maya International L.L.C.
(Oman)

المايا الدولية ش.م.م.
(عُمان)

January 18, 2023
Mr. Rohit Satbhai

Appointment Offer

This is to inform you that **Al Maya International LLC (Oman)** is o ering you the following proposal, if acceptable to you, please sign this appointment o er to proceed with further formalities.

Offer: The Company shall employ you and you shall serve the Company n the capacity of **"Management Trainee"** being responsible for duties enlisted in An xure 1, upon the terms and conditions contained herein and the remuneration mentior d below:

Sr. No.	Particulars	Amour in RO
1	Basic Salary	120.000
2	Other Allowance	80.000
3	Food Allowance	30.000
4	Entertainment Allowance	20.000
	Total	**250.000**

Terms & Conditions:

1. You will be on probationary period for **6 Months** commencing from the date of reporting to the Company with the intention of joining work.
2. You will be eligible for Bachelor type sharing company accommodat on.
3. The Company reserves the right to terminate your services within 6 Months of the probationary period without prior notice, if your performance is below par, at your cost.
4. Management has the right to refuse any emergency vacation request without cause at their discretion.
5. You will also be entitled to sick leave when and as decided by the medical authorities recognized by the company and according to the valid Labor Laws of the Sultanate of Oman.
6. Either party giving other party one month notice at any time of contract duration can terminate this contract.
7. The duration of your service contract will be for 2 years.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

8. You will be entitled for leave of 60 Days without pay after continuous service of 2 years.

9. The Company will provide you air passage while proceeding to your leave due after 2 years of continuous service as below:

Muscat – Country of Origin - Muscat

10. You will be provided medical insurance as per the rules and regulations of the Company.

11. You will be provided insurance as per the rules and regulations of the Company.

12. Your relationship with the Company will be to the provisions of relevant laws in force in the Sultanate of Oman.

13. You agree to keep your passport in the custody of the company which shall be provided to you as and when needed after following the appropriate procedure and required approval.

14. The contract period will be of two years and in case of termination of the contract you shall bear all the expenses incurred by the Company for your employment.

15. End of service benefits will be provided as per Company rules and the Laws of Sultanate of Oman.

If the above mentioned offer is acceptable to you please sign this offer in order to proceed with rest of the formalities.

You are required to send us a copy of this document duly signed and accepted along with your passport copy and 8 photographs along with a medically fit certificate for us to process your visa documents at the earliest.

For Al Maya International LLC

Ram Kaurani
General Manager

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Accepted the above terms

Rohit Satbhai

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

PRATA SOLAR

OFFER LETTER

Dear Roshan Gajanan Rewaskar,

With reference to the interview/s you had with us, we are pleased to inform you that your employment with **Prata Solar Private Limited** (Hereinafter referred as "**Company**") having its registered office at P323, Third Floor, Mayur Trade Centre 1, Near Chinchwad railway Station, Pune has been confirmed in the designation of "**Business Development Executive**" with effect from **21st March 2022,** subject to the following Terms and Conditions. This Offer Letter supersedes all other communications made to you prior to the date of issue of this Offer Letter.

1. **PLACE OF WORK**
   Work location is Head OfficeP 323, Third Floor, Mayur Trade Center 1, Near Chinchwad Railway Station, Pimpri-Chinchwad. However, you may be required sometime to work anywhere in India if the Company so directs based on the exigencies of work. You would also provide your services for the Company, its subsidiaries, or associates, if/as and when required.

2. **EMOLUMENTS**
   Cash Compensation: Your commencing Cost to Company ("CTC") will be **Rs. 3,00,000 per annum** payable in accordance with the Company's standard payroll schedule (every month). Breakdown of the CTC is mentioned in Annexure A, taking your potential CTC to **Rs. 3,00,000 per annum**. After the monthly target of 100 kilowatt incentive will be given based on per kilowatt sale. Your salary and perquisites are subject to applicable Income Tax Laws of India and all personal taxation must be deducted at source from time to time. Company does not accept any responsibility for its accuracy in case the details to avail exemption are not furnished in time.

3. **REPORTING**
   You would be reporting to the Prata Solar leadership and/or to whosoever the Company deems fit to be your supervisor.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimala

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

4. **PROBATION**

You will be placed on probation for a period of 3 month from your date of joining. On the successful completion of your probation period, you may also be confirmed in writing, based upon your performance, subject to satisfaction of your supervisor and the management.

5. **REVIEWS**

Performance reviews will be done on a half yearly basis with the first one at the end of six months. Your increments are discretionary and will be subjects to and based on your effective performance and results during the period as also the performance and results of the Company. Generally, salary reviews would be done once every year.

6. **RESPONSIBILITIES & KRA**

As per your office, you will be required to carry out your duties and responsibilities effectively, to achieve the desired results which may include working late hours.

- Familiarizing yourself with products offered by our company.
- Procuring new clients through direct contact or market research
- Attending networking activities to research and connect with prospective clients.
- Crafting business proposals and contracts to draw in more revenue from clients.
- B2B and B2B Lead Generation and sales conversation

7. **LEAVE**

Every employee is eligible for leaves as per the prevailing leave policy of the Company.

8. **CONFIDENTIALITY OF INFORMATION**

a. You will not, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the Company, company's customers, company's technical know-how, business practices or any other information.

b. The employee/probationer shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company, or during the course of his/her work the Company, as strictly confidential.

c. Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, address, phone numbers, etc., but shall not include information known or available to the Employee prior to his/

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

her employment with the company and/ or readily available to persons of ordinary skills in the assigned areas of technical/ business expertise.

10. COMPANY POLICY

To the extent not inconsistent with the terms and conditions of this Offer Letter, each employee shall be subject to the Bylaws, policies, practices, procedures and rules of the Company, including those policies and procedures specified in the Company's Employee Handbook. Each employee requires to sign off on all Company policies and handbook.

Violation of company cybersecurity, confidentiality, and other written policies would result in immediate termination without any notice period.

11. EQUIPMENT POLICY

(a) The employee shall understand that the equipment they receive from Prata Solar is company-owned and they are using it for work-related purposes. Only company issued equipment should be used for all company work. Employee shall be responsible for the care and maintenance of the equipment. In case the equipment is damaged, lost, stolen, while outside the office premises, employee will be fully liable for its cost of replacement. In case the equipment gets broken due to wear and tear, employee must have it inspected with the company's tech department as soon as possible.

(b) Upon the termination of employment, employee must surrender and return the equipment to the Company. In absence of notice, the Company has the full right to withhold employee's final pay until return of the equipment or that notice has been given. Its sole responsibility of the employee to send back the equipment to the Company provided address. Courier charges for returning the equipment shall be reimbursed by the Company on actuals. This Offer Letter includes, but is not limited to, laptops, cell phones and other equipment. Failure to return the equipment will be considered theft and may lead to criminal prosecution by Company.

12. DISCIPLINE

a. You will be governed by the Company's rules and regulations that may be promulgated from time to time.

b. You shall not refuse to take up any assignment that may be offered to you by the Company.

c. You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/ customers and maintain & represent the Company's high standards of

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

professional Services at all times, whether in the Company or at its client's site(s).

d. You shall be responsible for all Company properties and material that are in your possession, and all infrastructure like telephones, computers, Laptops, machines, equipment, other paraphernalia etc. that have been provided to you to enable you in your work.

e. You shall not publicly criticize, defame or misrepresented the Company and shall not, knowingly, commit any such actions which may result in the company's image/business being adversely affected.

f. During the course of your employment with the Company you will not solicit business of any nature, either directly or indirectly, for yourself, or for any other party, from the company's clients and/ or customers.

g. You shall not indulge in any activity/act which is unbecoming of the conduct of a professional/ employee of this Company.

h. Regularity in employment and punctuality at the work place is a condition of service. If you remain absent without prior intimation or approved leave for 7 continuous working days you shall be considered as having voluntarily abandoned your employment without giving any notice and you will not be eligible to get the full & final settlement from the organization.

13. POSTAL ADDRESS

You will keep the company informed of the postal address along with contact number for communication including the charges that may occur during your period of employment with the Company.

14. WORKING HOURS

You shall be expected to work a minimum of 40 hours a week between 10:00 AM and 6:00 PM IST on weekdays. The working hours are subject to change, depending on the requirements of the company/client.

15. OWNERSHIP OF INVENTIONS, IDEAS, ETC.

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

K. Nimbalkar

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

a. The company shall be the sole owner of all inventions, ideas, materials, systems, codes etc. that may be devised/created by the Employee in the course of his/her employment with the Company.

b. The Employee shall have no claim of any nature whatsoever and undertakes not to utilize, part with or divulge such information to any third party, even after he/she has ceased to be an employee of the Company.

c. The above terms and conditions shall be binding upon the both the parties hereto during the entire course of employment of the Employee with the Company.

d. Apart from the above terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

16. AUTHENTICITY OF INFORMATION

This appointment is made on the basis of information provided by you in the application and also at the time of interview. Original copies of your certificates, testimonials and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false or it you are found to have willfully suppressed any material information, you will be liable to be removed from service without any notice.

18. TERMINATION

a. This contract of employment is terminable by either party by giving 10 days notice during probationary period with notice on immediate basis. On payment of salary in lieu of the notice period. Either party is not bound to give any reason, therefore. Further, the company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof.

b. In the event of any misconduct or breach of terms of employment on the part of the employee during probation or on/after confirmation the company reserves the right to terminate this contract immediately without any notice.

c. If any leave is due to the employee, salary in lieu of such leave will be paid, subject to the limits laid down in this respect.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

d. On termination of this contact, you will immediately give up to the Company before you are relieved, all correspondences, specifications formulae, books, documents, cost data, market data, literature, drawings, effects or records, machines and tools, etc. belonging to the company or relating to its business and shall not make or retain any copies of these items, including those on email.

19. GOVERNING LAW, JURISDICTION

This letter will be governed by the laws of India. Any dispute arising under this letter will be come under exclusive jurisdiction of courts of Pune, India. The above terms and conditions are subject to changes from time to time and the Company reserves the right to make such changes, without prior notice. Please sign the copy of this letter, as a token of acceptance of your appointment on the terms and conditions mentioned above.

We welcome you aboard and wish you a pleasant, fruitful and mutually beneficial association with the company.

Warm Regards,
HR Manager

I have carefully read all the above-mentioned terms and conditions in the letter of appointment and I hereby undertake to abide by the same.

Signature

Name:

Date:

Place: Pune

Name: Prasheek Gaikwad

Title: Director

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

ANNEXURE A

Components	Monthly	Annual	Details
Earnings			
Basic	12,500	1,50,000	50% of Gross Salary
HRA	6,250	75,000	50% of Basic
Conveyance Allowance	1,600	19,200	INR 1600 per month
Travel Allowance	4,650	55,800	Balancing amount
Gross Salary	**25,000**	**3,00,000**	
Retirals			
CTC	**25,000**	**3,00,000**	**Cost To Company**
Deductions			
Professional Tax	200	2400	
ESI	-	0	Applicable on monthly salary under Rs. 21000
Take Home before TDS	**24,800**	**2,97,600**	

Enter Annual CTC	3,00,000	INR
Enter Gross Sala	3,00,000	INR

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

K. Nimbalkar

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Internship Offer- Elegance Enterprises

2 messages

Rugwed Gawande <gawanderugwed94@gmail.com>
To: placements_mba@dypimca.ac.in

Fri, Oct 15, 2021 at 5:35 PM

---------- Forwarded message ---------
From: **Namrata Yadav** <namrata@eleganceenterprises.in>
Date: Fri, Oct 15, 2021, 11:15 AM
Subject: Internship Offer- Elegance Enterprises
To: <gawanderugwed94@gmail.com>

Dear Rugwed ,

Congratulations!!

We are pleased to offer you Employment with **Elegance Enterprises,** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of the offer are as under:

1. You will be designated as **Intern-Business Development** and will be based in Mumbai.
2. Your date of commencement of Employment will be on or before **16th October 2021.**
3. Duration of internship will be of **Two months** from the date of joining.
4. You will be entitled to receive compensation and benefits of **Rs 12000 PM** during the internship, which will be paid after the successful completion of internship.
5. The confirmation of your employment will be based on your performance during the Internship.

Kindly revert with your acceptance.

Regards,

NAMRATA – HR Generalist
7588380397
namrata@eleganceenterprises.in
www.eleganceenterprises.in
339,4th Floor, 14th B Cross, HSR Layout Sector 6, Bangalore-560102

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

Elegance Enterprises



RERA No. -
PRM/KA/RERA/1251/310
/AG/170824/000071

YOUR INVESTMENT DESERVES BETTER RETURNS

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

Rugwed Gawande <gawanderugwed94@gmail.com>
To: placements_mba@dypimca.ac.in

Wed, Nov 24, 2021 at 12:44 PM

[Quoted text hidden]

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

RE: Retail CMT _Letter Of Intent_Vodafone Idea Limited

4 messages

Acharya, Malavika (MUM), Vodafone Idea <malavika.acharya@vodafoneidea.com>
To: "rushabhkale1@gmail.com" <rushabhkale1@gmail.com>
Cc: Sarah Dsouza <placements_mba@dypimca.ac.in>, "Patwa, Apoorva (MUM), Vodafone Idea" <apoorva.patwa@vodafoneidea.com>
Mon, Apr 4, 2022 a

To,

Rushabh,

DY Patil, Mumbai

Congratulations! Welcome to Vodafone Idea Limited!

With reference to your application and subsequent selection process, we are pleased to include you as part of the **Cluster Management Trainee** Program in our Organization.

On joining, you shall be designated as **Cluster Management Trainee** in **Retail** function. Your place of posting will be at **Mumbai.**

We are enclosing the details of your compensation package of **Rs. 5,50,000** along with this letter of intent. A formal letter of appointment stating the terms of employment will be issuec upon you joining us.

This Letter of Intent is subject to you satisfying the following:

1. A confirmation to join Vodafone Idea Limited in **June,22.**
2. Your clearance of the Pre-employment Medical Examination by a Medical Officer designated by the company
3. A positive Background verification of your educational qualification(s) and employment check (if applicable).
4. Your passing of the final semester exams

Kindly accept this letter indicating your acceptance of our terms and conditions by **6th April, 2022.** You are requested to submit the self-attested copy of documents mentionec documents.:

- Documentary evidence of date of birth (PAN Card, Voter ID)
- Attested copy of all Educational Qualifications (SSC, HSC, Graduate/MBA Degree/Diploma)
- Four passport size photographs (against a white background only)
- PAN Card copy

Kindly Share the signed enlisted mandatory documents .

1) Pre Joining Booklet
2) Health Declaration
3) Employment of Relatives Declaration
4) Bank Details
5) PF Details
6) ID Card photo Format
7) Aadhar Card & Pan Card (both sides)

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Please note that all the above documents and information provided by you form the basis of your representation and our offer, and the same shall be subject to verification as may be r by the Company from time to time. By acceptance of this Letter of Intent, you hereby confirm that you are not subject to any ongoing restrictions or obligations, which would pro otherwise place limitations on your ability to join us from your designated start date.

We wish you the best and believe that you will have a fruitful and successful career with us.

Annexure : Compensation Details			
	Rupees per Month	Rupees per Annum	
Monthly Component (A)			
Basic Salary	15,942	191,304	
Management Allowance	13,262	159,145	

HRA @ 50% of Basic	7,971	95,652	
Retirals (B)			
Provident Fund @ 12% of Basic	1,913	22,956	
Gratuity @ 4.81% of Basic	767	9,204	
Total Fixed Pay (A+B)	39,855	478,261	
Variable Target (C) Variable Target Pay#	5978	71,739	Variable Pay is @ 15% of Fixe
Target CTC (A+B+C)	45833	550000 **	

** *Target CTC will be revised to* ***6,30,000 post confirmation based on performance.***

* Payout as per applicable Annual Variable Pay Plan Policy

Management Allowance & Target Variable Pay, inclusive of statutory bonus, if any, applicable under statute.

As discussed and agreed under your contract of employment with Vodafone Idea Limited, it is hereby confirmed that in the compensation package the employer contribution of the Provident Fund shall be paid only on the Basic wages as specified above. Accordingly, to enable you to avail more cash component in hand in CTC, for the retirals component as the contribution and deductions, only the basic wage is considered and no other allowances, payments made under your terms of employment should be treated for PF contribution / ded purposes.

Regards,

Malavika Acharya | +91 96192 18553

AGM - Business Partner – HR

Vodafone Idea Limited

This message has been classified **C2 – Vodafone Idea Internal** by **Acharya, Malavika (MUM), Vodafone Idea** on Monday, April 4, 2022 at 7:10:01 PM

From: Acharya, Malavika (MUM), Vodafone Idea
Sent: Monday, April 4, 2022 4:22 PM
To: 'rushabhkale1@gmail.com' <rushabhkale1@gmail.com>
Cc: 'Sarah Dsouza' <placements_mba@dypimca.ac.in>; Patwa, Apoorva (MUM), Vodafone Idea <apoorva.patwa@vodafoneidea.com>
Subject: Retail CMT _Letter Of Intent_Vodafone Idea Limited

To,

Rushabh Kale,

DY Patil, Mumbai

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Congratulations! Welcome to Vodafone Idea Limited!

With reference to your application and subsequent selection process, we are pleased to include you as part of the **Cluster Management Trainee** Program in our Organization.

On joining, you shall be designated as **Cluster Management Trainee** in **Retail** function. Your place of posting will be at **Mumbai.**

We are enclosing the details of your compensation package of **Rs. 4,50,000** along with this letter of intent. A formal letter of appointment stating the terms of employment will be issuec upon you joining us.

Allstate | Solutions Private Limited

December 01, 2021

Mr. Rushikesh Sham Kulkarni
#10 Laxmi Apartment, Damle Marg, Ramdaspeth, Akola, Pune 444001

Dear Rushikesh Sham,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before December 16, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC, the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL.

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition; or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rushikesh Sham, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0046., failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, _____ agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before _____.

Date _____ Signature _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Allstate | Solutions Private Limited

Annexure A

December 01, 2021

Mr. Rushikesh Sham Kulkarni

Designation: Associate -Operations | Band: A1

Start Date: On or before December 16, 2021 | Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

"Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC', the maximum incentive amount for you under the plan is 10.5% of your 'TGC".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR 500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.N.

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

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managenal, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving, ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

ICICI PRUDENTIAL

conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

ICICI PRUDENTIAL

26-Sep-2022

Dear Rutuja Gangurde,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company. Your initial posting will be at Pune - FC Road.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	81,000
Supplementary Allowance	99,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,894
Flexible Compensation Pay	57,506
Total Fixed Pay	270000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company.

55

This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

K.Nimbalkar
DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and

HR-Rec: /21-22/1718847

To,
Mr. Sahil Mujibur Rahman Ansari
ONKAR SOCIETY ROAD NO 6 13 4 242 ANWAR, MANJIL CHIKHALI SUDARSHAN NAGAR PUNE, PUNE MAHARASHTRA, PUNE-412114, Maharashtra, INDIA

Dear Sahil,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee** in **Liabilities Sales** at our **Pune RO for a period of twelve month commencing from April 4, 2022 at a consolidated stipend of** Rs. 20,833.00/- per month.

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will **Report** to **Mr. Yatish Vikram Shah**. You are requested to report at the following address:

57

AU SMALL FINANCE BANK LIMITED.

Nucleus Mall, 3rd Floor,Unit No. T9, Sadhu Vaswani Road,Agarkar Nagar, , , Pune, Maharashtra, IN-411001

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

advantageous relationship.

Yours faithfully,
For AU Small Finance Bank Limited

Authorized Signatory

Human Resource Department

Acceptance
I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.
I accept and undertake to abide by the said terms and conditions.

Signature :_____

Date :_____

Place :_____

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

eClerx

Internship Offer

Date: 23-February-2022

Dear Sakshi Kawadkar,

We are pleased to extend you this offer of Internship in our organization for 06 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern**. Your initial place of posting will be **Pune**.

Your internship will begin on **24th February, 2022** and will extend to **23rd August, 2022**.

You will be paid a stipend of **INR 22,000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

As per provision of section 2(9) of Employees' State Insurance Act, 1948, out of total ESIC contribution of 4%, a contribution of 0.75% per month will be deducted from the stipend and balance contribution of 3.25% per month will be paid by the employer (eClerx).

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that either company or you can terminate the internship at any time, with or without cause by issuing thirty (30) days prior notice to the other side.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

Andrews Simon
Associate Principal – Human Resources

58

Accepted By

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

(Sakshi Kawadkar)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

22

WILEY

PRIVATE & CONFIDENTIAL

June 30, 2022

Sakshi Jadhav,
A/701, 7th Floor, Gayatri Apartment, Kharegaon, Kalwa,
Parsik Nagar, Kalwa, Thane(W) - 400605

LETTER OF EMPLOYMENT

Dear Sakshi,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. **Job Title**

1.1 You will be employed as **Junior – Banking Service Analyst** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first three months (90 days) of employment with Wiley are classified as probation. At the completion of three months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 30 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

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

K.N.Nimbalkar

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

WILEY

1.5 Your date of hire is **July 04, 2022.**

2. <u>Place of Work and Duties</u>

2.1 Your normal place of work is our office in **Pune**. Wiley India Private Limited may, however, require you to work at such other locations as per organizational requirement

2.2 You may be required to travel to fulfil the duties of your employment.

2.3 Other Duties[1]. You shall ensure that during the Term, you shall not behave in such a manner that would be construed as being in violation of the policies of the Company and/or of applicable law. In addition to the above, you shall at all times during the Term:

a. keep the Company promptly and fully informed in writing (emails included) of your conduct of the business or affairs of the Company and also provide such further information, records and/or explanation as the Company may require within 15 days of receipt of such request from the Company;

b. conform to the normal working hours as per the policies of the Company and applicable law;

c. not directly or indirectly request, agree to receive, or accept kickbacks, payoffs or other payments or transfers of anything of value in monetary terms;

d. not at any time make or cause or permit to be made any untrue or misleading statement in relation to any products or services provided by the Company or in relation to the Company.

e. not to disparage the Company or any of its officers and employees, or act in any manner whatsoever which may damage the business of the Company or which would adversely affect the goodwill, reputation, and business relationships of the Company with the public generally, or with any of its patrons, clients, patients and customers, whether existing, prospective or otherwise;

f. make full and true disclosure in writing to the Company of any direct or indirect interest the you have has in connection with any contractual arrangements, dealings, transactions or affairs of the Company; and

g. not take employment with or obtain work in any capacity or designation from any other person, firm, company or any other entity, whether office-based or home-based, whether in India or elsewhere, whether for consideration or otherwise, in any business or profession related however remotely to the business, in any form or manner whatsoever during the Term.

h. be in compliance with the Company's IT policies, particularly be in compliance with matters involving Cyber Security Risks. Towards addressing Cyber Security Risks, the Company reserves the right to send deceptive 'simulated phishing' email to you from time to time to gauge staff

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

security awareness and compliance. You are advised that by clicking on 'simulated phishing' email by you shall be looked at adversely by the Company and repeated clicking on such 'simulated phishing' emails will be considered as breach of the terms and conditions herein, and may result in termination of your engagement with the Company.

2.4 During your employment with the Company you are required to adhere to the Company's policies and procedures. The Company reserves the right to amend these from time to time and when amendments are made you will be notified of any changes. It is your responsibility to ensure that you are familiar with and understand these policies and procedures. You will also be required as a condition of employment to accept and sign in agreement with various policies and procedures of the Company's clients as part of your employment where you are engaged by the Company to provide services to such clients.

3. Working Hours

3.1 Normal Operating hours will be from **8.30 hours every day** except on weekends or as per your shifts. These may changes based on your role and business requirement and will be communicated to you from time to time. You are required to complete 42.5 hours per week and you will be required to maintain the records of the same and update as required in the electronic time sheets software or any equivalent system provided by Wiley India Private Limited.

3.2 During your normal operating hours and at such other times as may reasonably be required of you, you shall devote the whole of your time, attention, skill and abilities to the performance of your duties under this Contract and shall act in the best interests of Wiley India Private Limited. You shall not undertake any work or employment, other than for the Company, during your hours of work.

3.3 Outside your operating hours of work, you shall not be entitled to be employed by, work for and/or be engaged by other parties.

4. Remuneration and Performance Review

4.1 You will be entitled to a **total compensation of Rs. 500,000/- (INR Five Lakhs)** per annum.

4.2 The remuneration paid to you has taken into consideration the status and responsibilities of the position being offered to you, including towards the obligations under this letter, and as such you will not be entitled to any other payment by way of deferred wages, overtime etc. All benefits applicable to you shall be as per the provisions of the Company's policies prevalent at that point of time and in accordance with applicable law.

4.3 The breakup of your remuneration in terms of **Compensation and Benefits** will be as per Annexure I along with this contract.

4.4 Your performance and salary will be reviewed on Half -Yearly basis. The purpose of salary review is to ensure that Wiley India's employees remain competitively compensated but this may not necessarily lead to an automatic entitlement of a salary increase. Salary increase will depend on your appraisal performance. After every 6 months, you will participate in an appraisal of your performance

K.N.

DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

to provide you feedback on your performance and provide a means of reviewing your performance. You shall be responsible for your own personal tax matters. Increments will also depend on the Company performance in addition to that of the individual.

4.5 Your salary is strictly confidential, and you are expected to maintain its confidentiality. Any breach of this confidence will be viewed with utmost seriousness.

5. Insurance

5.1 The Company procures Group Insurance coverage on your behalf. You will be provided with medical insurance, accidental insurance and life insurance after your joining. The insurance company (insurer) terms and conditions shall apply to your coverage.

6. Other Benefits

6.1 You will be entitled for an employers' contribution of Provident Fund to the extent of @12% of basic salary, with a ceiling limit of Rs. 65,000 monthly of basic salary.

6.2 You will be entitled to all other statutory benefits wherever applicable.

6.3 [The Company shall reimburse all reasonable business-related expenses properly incurred on behalf of the Company by you in the course of your employment, as per the relevant policies of the Company in force at the time of incurring such expense. Such reimbursement shall be subject to you submitting all documentation, expense statements, vouchers, and such other supporting information as the Company may request, or as may be consistent with the standard policies and practices of the Company. The reimbursement shall be as per the limit mentioned in the Policies of the Company prevalent at that point of time or as expressly permitted by the Company on a case to case basis.]

7. Non- Compete and Non-Solicitation

7.1. You acknowledge that, during your employment with the Company, is likely from time to time to obtain knowledge of trade secrets, Intellectual Property rights and other Confidential Information of the Company and its Affiliates and to have dealings with the customers, clients and suppliers of the Company.

7.2. You undertake that, you shall not, for the duration of the Term, and for a period of [12] months after such date, either personally or through an agent, company or through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise:

a. be concerned in any business that directly or indirectly competes with the business of the Company;

b. accept employment or engagement as a consultant with any client of the Company, where you have been directly involved in performing services to the relevant client during the last 12

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

months of your employment with the Company, without the permission of the Company in writing;

c. except on behalf of the Company, canvass or solicit business for services similar to those being provided by the Company, from any person who is a customer of the Company;

d. directly or indirectly, solicit, recruit, induce or attempt to persuade any customer, client, employees, suppliers, vendors, consultants of the Company and/ or its affiliates to cease to be a customer, client, employees, suppliers, vendor, consultant of the Company and/ or its affiliates for the Employee's own benefit or for the benefit of any other person or entity; and

e. directly or indirectly, solicit, recruit, induce or attempt to persuade any director, senior management personnel or employee of the Company and/ or its affiliates to leave the employment of the Company and/ or its affiliates.

7.3. You recognize that the foregoing covenants and the time and other limitations with respect thereto, are reasonable as to the duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business activities of each of the employee and the Company.

8. Confidentiality

8.1 During the course of employment with the Company all information, whether verbal, in writing or stored by electronic or mechanical means, including all notes, analyses and studies prepared by you ,whether relating to the Company, its Customers or any company within the John Wiley & Sons group of companies is strictly confidential.

8.2 During or after your employment with Wiley India Private Limited, you are expected to professionally protect all confidential matters of Wiley and shall not reveal any of the affairs or secrets of the company to any other person(s) or use or attempt to use any information which you may require in the course of your employment in any manner which may injure or cause loss to the Company.

8.3 Wiley India Private Limited foresees that, during the course of your employment, you may create, originate, conceive, discover, design, develop and/or make works in or relating to which there may be Intellectual Property Rights. All Intellectual Property Rights in or relating to all or any works made during the course of your employment shall belong to and is the absolute property of the Employer. "Intellectual Property" means: (i) patents, patent applications, patent disclosures and invention (whether patentable or not); (ii) trademarks, service marks, trade dress, trade names, logos, corporate names, Internet domain names, and registrations and applications for the registration thereof together with all of the goodwill associated therewith; (iii)copyrights and copyrightable works (including, without limitation, computer programs and mask works) and registrations and application for the registration thereof; (iv) trade secrets, know-how and other confidential information; (v) waivable or assignable rights of publicity and waivable and assignable moral rights; (vi) unregistered and registered design rights and any application for the registration thereof; (vii) data, database rights and all other forms of intellectual property and all rights or forms of protection of a similar nature in any jurisdiction.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

WILEY

8.4. Confidential Information shall not include information that, you can demonstrate by sustainable evidence:

a. is, or hereafter becomes, through no act or failure to act on your part, generally known or available. You shall immediately on coming to know that any Confidential Information has become generally known or available, inform the Company of the same in writing (email included).
b. is known to you at the time of receipt of such information. You shall immediately on receipt of such information disclose in writing (email included) to the Company that such information was already in your possession.
c. is hereafter furnished to you by a third party, as a matter of right and without restriction on disclosure, there being no obligations of confidentiality attached to the source of such information. You shall immediately on receipt of such information inform in writing (email included) the Company of the same.

8.5. Without prejudice to the generality of Clause 8.4:

a. You shall not try to gain access to any Confidential Information, except as entrusted in furtherance of your duties. You also understands that, for any reason, if you gain access to such Confidential Information, you shall immediately inform the Company of the same and the reasons for gaining such access/intrusion. You undertake, under such circumstances, to maintain utmost confidentiality of such Confidential Information.
b. You shall keep all Confidential Information, confidential and shall not disclose the same to any third party or use the same for your own benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by herein or except with the prior written consent of the Company.
c. You shall protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorised use.
d. You agree that you shall not ever directly or indirectly copy, duplicate, disseminate, publish, transfer, disclose, or divulge any of the Confidential Information to any firm, individual, entity, institution or other third party, unless otherwise so specifically authorized in writing, in advance, by the Company or to the extent required to perform your duties in terms herein.
e. Your confidentiality obligations shall not prevent you from disclosing the same if required applicable law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that you give the Company notice of such intended disclosure and an opportunity to oppose the same.
f. You confirm that all Confidential Information shall remain the sole and absolute property of the Company, in and to any of the Confidential Information, or part thereof, created in whole or part by you.
g. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

CORPORATE OFFICE:
1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector – 16, NOIDA – 201301
T +0120 6291100
csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No.: U74899DL1999PTC099286

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

WILEY

9. Leave Entitlement

9.1 Annual Leave

You will be entitled for fifteen (15) days annual privilege/earned leave with pay after one year of continuous service. An employee who joins during the calendar year will receive a prorated leave for the first year of service based on the date joined. These leaves can be accumulated to a maximum of 45 days. [Rules for encashment of leaves shall also be determined in accordance with the Company's Policies and Applicable Law. You are not required to come into work on public holidays determined in accordance with the Applicable Law and Company's Policies.]

9.2 Sick/Casual Leave

You will be entitled to Fifteen (15) days Sick and Ten (10) days of casual leave in one year. An employee who joins during the calendar year will receive prorated leave for the first year of service based on the date joined. Casual and Sick leaves cannot be accumulated beyond the calendar year.

9.3 Maternity Leave

Every woman employee will be entitled for a maximum of 26 weeks maternity leave as per the Maternity Benefit (Amendment) Act, 2017.

9.4 Global Parenthood Leave

Every employee will be entitled for a maximum of 4 weeks parenthood leave on attaining parenthood.

9.5 Adoption Leave

Every employee will be entitled for a maximum of 12 weeks Adoption leave.

9.6 Bereavement Leave

Every employee will be entitled for maximum of 5 days (3 days + 2 days for outside neighboring states) Bereavement leave. Bereavement Leave (BL) can be availed within 7 days of occurrence of death of immediate family member (spouse, children, parents, grandparents, and parents-in-law).

9.7 Marriage Leave

Every unmarried employee will get maximum of 5 days Marriage leave. Marriage Leave can be availed on first legal marriage and can be utilized consecutively or non-consecutively 2 weeks before or within 3 months from the date of ROM or customary marriage.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

WILEY

10. Termination

10.1 Either party can terminate by 30 days written notice during probation and 90 days thereafter

10.2 However, the Company reserves the right to terminate the employee's employment without notice and with immediate effect if:

a. The employee commits any material breach of any of his duties and responsibilities under this contract.
b. Any particulars mentioned in the employee's application are found false at any point of time or found to have any willfully suppressed material information.
c. If at any time in our opinion, which is final in this matter, the employee is found guilty of dishonesty, disorderly behavior, negligence, indiscipline, absence of duty without permission or any other conduct considered by the company as detrimental to the interests of the Company.

10.3 At the time of termination / resignation, the employee will immediately hand over to the Company all correspondence, documentation, data, software, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

10.4 If the employee shall, at any time, be prevented by ill-health or accident or any physical or mental disability from performing his duties hereunder, he/she shall inform the Company and supply it with such details as it may reasonably require, and if he/she is unable by reason of ill-health or accident or disability for a period of 60 days in any period of twelve consecutive calendar months to perform his duties hereunder, the Company may forthwith terminate his employment hereunder.

11. Remedies

a. In the event of a breach or a threatened breach of any of the covenants contained in Clause 7 and Clause 8, the Company shall, in addition to any other remedies including but not limited to an action for injunctive relief, suit for damages, and other legal remedies provided herein or otherwise available under Applicable Law, be entitled to have such covenants specifically enforced by any court having jurisdiction, it being acknowledged and agreed that any material breach of any of the covenants will cause irreparable injury to the Company and that monetary damages will not provide an adequate remedy to the Company. Accordingly, in the event of any breach or threatened breach by you of any of the provisions of this agreement the Company shall, in addition to and not in limitation of any other rights, remedies, or damages available to the Company at law or in equity, be entitled to a temporary restraining order to prevent or to restrain any such breach by you and/or by all persons directly or indirectly acting for, on behalf of, or with you.

b. You shall fully indemnify, and hold harmless, and keep indemnified the Company including its affiliates, employees, directors, officers, consultants, agents, advisors, representatives and assigns, from and against, all losses, claims, actions, proceedings, suits, penalties, expenses, damages, fees (including reasonable attorneys' fees), arising directly or indirectly, as a result of, from or pursuant to: any breach or alleged breach of any the terms and conditions herein.

c. No right, power or remedy herein conferred on the Company is intended to be exclusive of any other right, power or remedy. Every right, power and remedy shall, to the extent permitted by applicable law, be cumulative and in addition to every other right, power and remedy given

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

hereunder or now or hereafter existing at law or in equity or otherwise, and may be exercised from time to time and as often and in such order as may be deemed expedient by the Company.

d. In any legal proceeding undertaken to enforce the terms and provisions of the agreement, the prevailing Party shall be entitled to reimbursement of its actual costs and expenses, including without limitation, its attorney, accountant and court fees and expenses resulting thereof.

12. General

12.1 Health and Safety

Wiley India Private Limited recognises that safe working practice is a joint concern for the Employer and its employees. The Employer is responsible for ensuring that working conditions conform to statutory requirements. To comply with these requirements there must be an acceptance on your part to act in a responsible manner and not to indulge in unsafe working practices. You are always required to observe and co-operate with safety procedures.

12.2 Retirement

You will retire on completion of 58 years of age.

12.3 Governing Law and Jurisdiction

The courts in New Delhi, India shall have exclusive jurisdiction on the matters arising from or in connection with your employment and each Party hereby irrevocably and unconditionally consents to the exclusive jurisdiction of the aforementioned courts. This terms of this letter shall be governed by and construed under the laws of India.

12.4 Consent

You hereby unequivocally consent to the Company collecting, using, or disclosing his/her personal information (as enumerated in the Information Technology (Reasonable Security practices and procedures and sensitive personal data and information) Rules, 2011 ("IT Rules"). Such data or information may be collected, used or disclosed for purposes such as administering the employment relationship, processing payments, conducting background checks, generally discharging all human resource management activities and legitimate interest of the Company. You also hereby consent to the Company transferring such personal information within the organisation to other states, territories or countries as required under Applicable Law for internal administrative purposes. Further, you also irrevocably agree to execute any other or additional document(s) which the Company / any third-party agency acting on its behalf may require in order to better perfect its rights in this regard. The Company represents that except for the purposes mentioned herein or if required under Applicable Law, the Company will not disclose to any third party or otherwise use in any manner, the personal information without your prior consent. The Company may, from time to time, monitor your use of the internet and of email communications received, created, stored, sent or forwarded by you on equipment provided by the Company to you for the performance of his duties where reasonably necessary to check facts relevant to the business, ensure compliance with Company's policies and procedures and investigate or

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimbalkar

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

detect unauthorised use of the Company's systems. You hereby provide unequivocal consent to such monitoring.

12.5 Business Conduct

You must devote your whole time during normal business hours and you must use your best endeavors to promote the business and interests of the Company. It is expected that you will not without prior approval of management be employed in any way or for any purpose whatsoever for any part of your outside business hours for any person, firm or company other than for the Company. It is also expected that during the course of your employment you will not engage directly or indirectly in any other business that would constitute a conflict of interest with your employment with the Company. You may seek guidance from the Human Resources at any time if you are unclear of what constitutes a conflict of interest. You must not use Company equipment (including but not limited to computers, laptops, telephone, mobile telephone, facsimile, email, and internet) or Company time to conduct any business activity that is not related to the Company. Should it be found that you have used Company equipment or Company time to conduct business activity not related to the Company you will face disciplinary action up to and including dismissal.

12.6. Amendment.

This letter agreement shall not be amended, altered or modified except by an instrument in writing expressly referring to this Agreement and signed by the Parties.

12.7. Successors and Assigns.

The letter agreement shall inure to the benefit of the successors and assigns of the Company. The Employee may not assign his/her obligations hereunder, and any such assignment shall be void.

12.8. Waiver.

No term or provision hereof will be deemed waived, and no variation of terms or provisions hereof shall be deemed consented to, unless such waiver or consent be in writing and signed by the Party against whom such waiver or consent is sought to be enforced. Further, waiver by any Party of any default or breach of any term or condition of this Agreement at any one instance shall not be deemed or construed to be a continuing waiver of default or breach of such term or condition for the future or any subsequent breach thereof.

12.9. Counterparts.

This Agreement may be executed in any number of counterparts, and each such counterpart shall be deemed to be an original instrument, and which shall together constitute one Agreement. Signatures sent by electronic means (facsimile or scanned and sent via electronic email, or signed by electronic signature service where legally permitted) shall be deemed original signatures.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

WILEY

12.10. Notices.

All notices pursuant to this letter agreement shall be in writing and shall be deemed duly given when delivered to the respective office of the parties at the address set forth above or to such address notified by a Party from time to time, and shall be deemed to have been received (i) upon delivery in person; (ii) upon receiving acknowledgment by registered post acknowledgement due (RPAD); (iii) upon transmittal by confirmed e-mail or facsimile, provided that if sent by e-mail or facsimile, a copy of such notice shall be concurrently sent by RPAD, with an indication that the original was sent by e-mail or facsimile and the date of its transmittal.

Signed for and on behalf of Wiley India Private Limited by

.....

NEERAJ RANA, SENIOR MANAGER HRBP & HR COUNTRY LEAD – INDIA

I accept employment on the terms outlined in this Contract.

Signature of Employee: Sakshi

Name of Employee: **Sakshi Jadhav**

CORPORATE OFFICE:
1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector – 16, NOIDA – 201301
T: +0120 6291100
caupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No: U74899DL1999PTC099286

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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

WILEY

Annexure I
Salary Breakup

Name: **Sakshi Jadhav**
Designation: **Junior – Banking Service Analyst**
Date of joining: **July 04, 2022**

Components	Cost to the Company (Rs.)	
	Monthly	**Annual**
Basic	23,320	2,79,851
House Rent Allowance	11,660	1,39,925
Special Allowance	3,887	46,662
Gross Salary	**38,868**	**4,66,418**
Employer Provident Fund[$]	2,799	33,582
CTC (Cost to the Company)	**41,667**	**500,000**
Reimbursements/Benefits		
Mediclaim Insurance (For immediate family only)		400,000
Accidental Insurance		Three times of your annual gross salary*
Life Insurance		Three times of your annual gross salary*
Total cost to company (at the time of joining)		**500,000**
Total cost to company (after successful completion of 6 months and subject to excellent performance reviews**)**		**600,000**
Total cost to company (after successful completion of 12 months and subject to excellent performance reviews**)**		**700,000**
*gross salary for new joiner will be as on their DOJ and for following years, it will be as on April 30 of that year.		

CORPORATE OFFICE:
1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector – 16, NOIDA – 201301
T +0120 6291100
csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No: U74899DL1999PTC099286

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimrale

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

PERSOLKELLY

16/09/2021

Ms. Sakshi Yadav

Sub.: Employment Offer Letter

Dear Ms. Sakshi,

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 17/09/2021 & Please reply with your acceptance within 48 hours of the receipt of the offer

Best Wishes,

For Persolkelly India Pvt. Ltd

(.....)
Authorized Signatory

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

PERSOLKELLY

Annexure-A

Particulars	Amt
Basic+DA	15001
HRA	1500
Conveyance	0
Medical Allowance	0
Other Allowance	391
Fixed Monthly Gross	**16892**
Statutory Bonus	1250
Insurance	186
Employer's Cont. To PF	1800
Employer's Cont. To PF admin charges	150
Employer's Cont. To Esic	549
LWF (Employer)	6
Monthly CTC	**20833**
Deductions	
Employee's Contb. To PF	1800
Employee's Contb. To Esic	127
P. Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As applicable
LWF	2
NET PAY	**14763**
Annual CTC	**250000**

For Persolkelly India Pvt. Ltd

(.....)
Authorized Signatory

D. Y. Patil Institute of MCA and Management
Akurdi
Pune
411 044

K. Nimrod

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Winter Internship Program JD - Agile Capital Services

Agile Capital Services <Sweta.chaudhary@agilecapitalservices.com> Sat, Oct 23, 2021 at 6:46 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: "Jasmita Kaur, Dean Placement - DYPEC, Ak" <placements@dypcoeakurdi.ac.in>, director@agilecapitalservices.com, hr@agilecapitalservices.com

Dear Sarah,

Greetings from ACS Group!!

Hope you are doing good !!

We are pleased to inform you that we have found the quality of the student as per the standards of the organisation. Looking forward to have her on board with us .

Please find the student who have been selected for WIP.

Kindly share the tentative Month of joining (i.e December & January) with us for the WIP.

Please ask the selected student to send the below mentioned documents so that we can generate their appointment letter.

-Updated CV

-Passport Size Photograph

-Govt. ID Proof

-College ID Proof (if Issued)

Roll No.	Student Name	Contact Number	Email ID
1	Rohit Vijay Satbhai	9689663599	rohitsatbhai77@gmail.com
2	Tanmayee Joshi	9284848220	tanmayeejoshi2697@gmail.com
3	Sameeksha Patekar	9833470255	sameekshapatekar2811@gmail.com

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 0[illegible]

4	SARTHAK RAJENDRA PANDE	9309162460	sarthakpande1998@gmail.com
5	Sarwesh Shivanand Wadikar	8446918382	sarwesh0707@gmail.com
6	Khadke shubham sunil	9172908223	shubhamkhadke17@gmail.com
7	Aaradhana Ashok Mane	9834336996	maneaaradhana@gmail.com
8	Soujanya Sidram Mashyal	9021981900	soujanyamashyal@gmail.com
9	Sahil ansari	7066176255	sahil483672@gmail.com
10	Aditya Anil Todkar	8793394174	adityatodkar.2104@gmail.com
11	Gauri Sharad Suryawanshi	8378011066	gauriss2602@gmail.com

Regards

From: Sarah Dsouza [mailto:placements_mba@dypimca.ac.in]
Sent: 23 October 2021 11:37

[Quoted text hidden]

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.N.

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Winter Internship Program JD - Agile Capital Services

Agile Capital Services <Sweta.chaudhary@agilecapitalservices.com> Thu, Oct 21, 2021 at 2:46 PM
To: "Jasmita Kaur, Dean Placement - DYPEC, Ak" <placements@dypcoeakurdi.ac.in>
Cc: director@agilecapitalservices.com, hr@agilecapitalservices.com, Placements MBA <placements_mba@dypimca.ac.in>

Dear Ms. Sarah,

As you asked us to disclose the CTC, student will receive after getting pre placement offer, so here it is

CTC Offered: - **Rs. 7.5 Lakhs (P.A)***

CTC Break-up:

Components	Monthly	Yearly
Basic	26875	322500
HRA	13458	161500
Telephone	2875	34500
Special Allowance	2333	28000
Travel Allowance	2500	30000
Incentives (performance based)	9625	115500
Bonus	4833	58000

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

TOTAL	62499	750000

[Quoted text hidden]

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Flourpicker

www.flourpicker.com

Date: 22/10/2021

OFFER LETTER

Name: Sandesh Dattatray Gadekar

Present Address: Gurudwara Colony, Near Bharka Ice cream, Pune-411035 Gurudwara ~~Chowk~~, Near Akurdi Railway Station, Pune - 411035

Permanent Address: At Post Ghargaon, Tal Sangamner Dist – Ahmednagar – 422620

Internship Offer

Dear Sandesh,

On behalf of Flourpicker Infotech Pvt Ltd, I am pleased to extend to you thisoffer of **Sales and marketing executive as an Intern**, reporting to Krishna Pawar. If youaccept this offer, you will begin your internship with the Company on 23rd October, 2021 and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable Rs 9000/-. 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, paid holidays, or participation in the Company's plan.

Your internship is expected to end after completing three months. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

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 temporary employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

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 discrimination and harassment. This letter 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 written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to Mr. Krishna Pawar. If you have any questions, please contact.

Thinking you,

Krishna Pawar
Director

FLOURPICKER INFOTECH PVT. LTD. PUNE

I accept employment with the Company on the terms and conditions set out in this letter.

Sandesh Dattatray Gudekar
Printed Name

Signature

23/10/2021
Date

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Selection Email - Business Development Trainee

1 message

rajesh tiwari1 <rajesh.tiwari1@byjus.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: skkayapak@gmail.com

Fri, Mar 11, 2022 at 12:47 PM

Hi Sarah,

For Your Reference ...!

Rajesh Tiwari
HRBP | Byjus
Mobile- 6360556283
E Mail Id- Rajesh.tiwari1@byjus.com
WWW.BYJUS.COM

On Fri, Mar 11, 2022 at 12:33 PM sushma s <sushma.s@byjus.com> wrote:



Dear **Sanghspal Kishanrao Kayapak** ,

Congratulations!! We are thrilled to inform you that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App** for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon meeting the company's parameters.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 22/03/2022 (The joining date will be confirmed only when you receive your offer letter)

Role Location : Mumbai ; Onboarding Location : Mumbai ; OJT Location : Mumbai

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it up to a maximum of 2 weeks based on performance assessments/evaluations and quality audits, subject to management discretion. The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training", to be conducted out of the BDT Training Location. You will be assessed and monitored during this training program. We are also happy to inform you that additional performance incentives will be applicable during your training period.

Upon successful completion of the training and post your conversion you will be confirmed as BDA - Direct Sales (at 10 LPA with 7 LPA fixed + 3 LPA variable) and will be posted in the Role Location assigned to you. You can be moved to the role of Inside Sales temporarily if Covid related restrictions are implemented in the role location. During this temporary period, compensation of 8 LPA (5 LPA fixed + 3 LPA variable) will be applicable as it is for the role of BDA - Inside Sales.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nirmala

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

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your successful completion of the Program will depend upon fulfilling all the criterias mentioned below individually:

- Achieving the minimum criteria of Product Demos and Revenue during the OJT phase of the Program (details of the minimum criteria will be communicated to you at the beginning of the program)
- Satisfactory performance and conduct feedback from your Manager, Trainer and HR Team during the entire Program
- Successfully clearing all capability, performance assessments/evaluations and quality audits conducted during the entire Program

5. Business formals or business casual attire is mandatory during work hours.

6. You are required to have taken at least 1 dose of a COVID-19 vaccination prior to the onboarding date post successful completion of the program. It is a mandatory requirement to be onboarded.

7. We at Byju's or any of our recognized partners do not charge any monetary sum against interviewing/selecting any candidate, please get in touch with your official recruiter or write back to us at recruitment@byjus.com to report any such incident.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.
Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration:

Step1: Register using the below-mentionad link

Step2: Open the registration link and click apply.

Step3: Complete your details in the 'Career Opportunities page' with your resume uploaded.

Step4: Click read and agree to the privacy statement. Read the entire privacy statement and then click apply.

Registration Link: Please click here to register

NOTE :

- **Kindly register with the same mail id in which you have received the selection mail.**
- **For any issues regarding registration, feel free to revert back on the same mail chain.**
- **Your offer letter will be generated within 3 to 4 days from the date you apply on the registration link.**

Regards,

Team BYJU's

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

eClerx

Internship Offer

Date: 9-March-2022

Dear Sarthak Pande,

We are pleased to extend you this offer of Internship in our organization for 06 months under our **Digital Vertical** in our **CSC Program**. Your designation would be **Intern.** Your initial place of posting will be **Pune.**

Your internship will begin on **10th March, 2022** and will extend to **5th September, 2022**.

You will be paid a stipend of **INR 22000** per month, which is subject to tax deduction as per section 194J of The Income Tax Act, 1961.

Tax @10% will be deducted in case payment exceeds Rs 30,000/- during the financial year. Your internship will include process training and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in campus.

As per provision of section 2(9) of Employees' State Insurance Act, 1948, out of total ESIC contribution of 4%, a contribution of 0.75% per month will be deducted from the stipend and balance contribution of 3.25% per month will be paid by the employer (eClerx).

Your Initial shift timing will be General shift. You will be required to work for five days a week and will be entitled for two weekly offs per week. Your weekly Offs as well as your shift timings are subject to change basis the roster for your program – your manager will inform you about the same.

Your internship with the company is "at will" which means that either company or you can terminate the internship at any time, with or without cause by issuing thirty (30) days prior notice to the other side.

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 discrimination and harassment. This letter 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 written agreement.

Terms of your internship are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Regards,

Andrews Simon
Associate Principal – Human Resources

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

Accepted By

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

(Sarthak Pande)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4163 2777 / Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 / Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com / www.eClerx.com
[CIN: L72200MH2000PLC125319]

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Winter Internship Program JD - Agile Capital Services

Agile Capital Services <Sweta.chaudhary@agilecapitalservices.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: "Jasmita Kaur, Dean Placement - DYPEC, Ak" <placements@dypcoeakurdi.ac.in>, director@agilecapitalservices.com, hr@agilecapitalservices.com

Sat, Oct 23, 2021 at 6:46 PM

Dear Sarah,

Greetings from ACS Group!!

Hope you are doing good !!

We are pleased to inform you that we have found the quality of the student as per the standards of the organisation. Looking forward to have her on board with us .

Please find the student who have been selected for WIP.

Kindly share the tentative Month of joining (i.e December & January) with us for the WIP.

Please ask the selected student to send the below mentioned documents so that we can generate their appointment letter.

-Updated CV

-Passport Size Photograph

-Govt. ID Proof

-College ID Proof (if Issued)

Roll No.	Student Name	Contact Number	Email ID
1	Rohit Vijay Satbhai	9689663599	rohitsatbhai77@gmail.com
2	Tanmayee Joshi	9284848220	tanmayeejoshi2697@gmail.com
3	Sameeksha Patekar	9833470255	sameekshapatekar2811@gmail.com
4	SARTHAK RAJENDRA PANDE	9309162460	sarthakpande1998@gmail.com
5	Sarwesh Shivanand Wadikar	8446918382	sarwesh0707@gmail.com
6	Khadke shubham sunil	9172908223	shubhamkhadke17@gmail.com
7	Aaradhana Ashok Mane	9834336996	maneaaradhana@gmail.com
8	Soujanya Sidram Mashyal	9021981900	soujanyamashyal@gmail.com
9	Sahil ansari	7066176255	sahil483672@gmail.com

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

10	Aditya Anil Todkar	8793394174	adityatodkar.2104@gmail.com
11	Gauri Sharad Suryawanshi	8378011066	gauriss2802@gmail.com

Regards

From: Sarah Dsouza [mailto:placements_mba@dypimca.ac.in]
Sent: 23 October 2021 11:37

[Quoted text hidden]

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Winter Internship Program JD - Agile Capital Services

Agile Capital Services <Sweta.chaudhary@agilecapitalservices.com> Thu, Oct 21, 2021 at 2:46 PM
To: "Jasmita Kaur, Dean Placement - DYPEC, Ak" <placements@dypcoeakurdi.ac.in>
Cc: director@agilecapitalservices.com, hr@agilecapitalservices.com, Placements MBA <placements_mba@dypimca.ac.in>

Dear Ms. Sarah,

As you asked us to disclose the CTC, student will receive after getting pre placement offer, so here it is

CTC Offered: - **Rs. 7.5 Lakhs (P.A)***

CTC Break-up:

Components	Monthly	Yearly
Basic	26875	322500
HRA	13458	161500
Telephone	2875	34500
Special Allowance	2333	28000
Travel Allowance	2500	30000
Incentives (performance based)	9625	115500
Bonus	4833	58000
TOTAL	**62499**	**750000**

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

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

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4661000 | Fax: +91-124-4006080
www.quatrro.com

Quatrro
Beyond the existing

Confidential

Ref No: QME00442

Date : **05-Oct-2021**

SAVITRI LAHU Bansode
Flat no F10 , Pimprigaon, Near old kate pimple road
Pune, Maharashtra -411017

Dear SAVITRI

We are pleased to offer you the position of **Senior Associate** in **Quatrro Mortgage Services Pvt Ltd**, **Thane** . Please note that the employment terms contained in this letter are subject to Company policy as amended from time to time.

1 EMPLOYMENT

1.1 Your effective date of joining should be no later than **15-Sep-2021**.

1.2 You will initially be based in **Thane** but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the Company or its affiliates/subsidiaries conduct business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out, subject to reasonable travel requirements on behalf of the Company from time to time. The terms and condition of your employment are effective from Date of Joining of the organization.

1.3 Your employment with the Company is subject to :

1.3.1 Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above mentioned date.

1.3.2 The satisfactory completion of your background investigations including employment history and personal references; and subject to you being found medically fit.

1.3.3 If so required by the Company, your disclosing for yourself and/or for your family including complete details of any personal business/involvement in any other business ventures (whether by way of holding directorships or in any other way whatsoever) shares external to the Company and acceptance by the Company of those external interests.

G 1

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

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

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4661000 | Fax: +91-124-4008060
www.quatrro.com

Quatrro
Beyond the existing

In the event of non fulfillment of the above conditions this offer shall stand revoked automatically (whether or not you have accepted). If your employment with the Company has already commenced, such employment will automatically terminate without payment of any compensation or damages, but whatsoever and without prejudice to the Company's rights and remedies against you.

2 COMPENSATION AND BENEFITS

2.1 Your Annual Cost to Company (CTC) will be Rs. **300000/- (Rupees Three Lakh Only)** per annum. The details are enclosed in the Annexure I.

2.2 Your compensation and benefits shall be subject to FBT and Income Tax rules as applicable , and inforce from time to time, and would be reviewed periodically on the basis of performance and any changes thereto will be at the sole discretion of the Company.

2.3 Joining Bonus/Notice Buyout: Employee will have to stay for a minimum tenure of 18 months with the company. Incase employee leaves before completion of 18 months, then he/she will have to pay the entire amount back which was given as joining bonus/notice buyout; as the case may be.

3. PROBATION

3.1 You will be on probation for a period of six (6) months. This period may be extended at the Company's discretion. During the six (6) months probationary period and any extension thereof (the "Probationary Period"), either party can terminate this employment, without assigning any reason, by either giving to the other party thirty (30) days' prior written notice during the probation period or by paying salary in lieu of notice with mutual consent.

3.2 The Company has the right to terminate your contract during the Probationary Period for your misconduct or failure to perform your duties under it without the need to give you any notice, or to pay salary in lieu of notice. Unless the Company confirms your employment in writing at the end of the Probationary Period, your service with the Company will be deemed to continue on probation.

3.3 After Confirmation either party may terminate the contract with a **90 Days** notice. Whereas the company reserves the right to request service of notice or pay salary in lieu of, your notice period. Waiver or payment in lieu will be at the sole discretion of the company.

K. Nanda

DIRECTOR

This is an auto-generated document. No signature is required.

Institute of MCA and Management
Akurdi, Pune 411 044

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

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008080
www.quatrro.com

Quatrro
Beyond the existing

3.4 If you are absent from work/office for a continuous period of seven days without prior approval of your supervisor (including overstay of leave/training), it shall be treated as abandonment of services by you and it shall be assumed that you are no longer interested in working for the Company, you lose your lien on the service and the same shall automatically come to an end without any notice or intimation. In such case, you shall not be entitled to any compensation whatsoever including statutory compensation, if any

3.5 You will automatically retire from the services of the Company on attaining the age of 60 years.

4. PERFORMANCE OF DUTIES

4.1 You shall be assigned with all the duties and responsibilities of the position mentioned above and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management. Your performance will be subject to periodic appraisal by your supervisor.

4.2 You shall not, during the term of your employment, except with the written permission of the Company which may be granted and revoked at any time at its sole discretion, engage directly or indirectly, whether part-time or full time, in any other business occupation of activity (commercial or non commercial), whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favor or obligation on the Company. It shall be on the sole and exclusive discretion of the Company to grant or not to grant such permission.

4.3 You shall use the office of the Company only for rendering such services for which you have been appointed.

4.4 Your are expected to attend office, except when traveling on business, during the working hours/shifts as may be decided by the Company which will operate seven (7) days per week, 24 hours per day. The Company normally practices a 48-hour workweek for all staff and management employees. Actual work timings and shifts may vary from time to time based on business and customer service requirements.

4.5 This offer is also contingent upon your adherence to the Company's Policies and procedures applicable to all employees generally, and /or applicable to your position or function within the Company. Upon Commencement of your employment, you will be required to execute the Company's standard forms of employment application and other forms

K. Nimbalkar

DIRECTOR

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

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008080
www.quatrro.com

Quatrro
Beyond the existing

required. The policies shall inter alia include provisions relating to conduct of employees, information security, privacy of customer and business partner information, computer usage policy, holidays, sickness, grievance redressal procedure, sexual harassment, etc., as amended from time to time, and are required to abide by the same.

4.6 The Company shall be entitled to record/monitor the calls made by you for and on behalf of the Company customers/clients in order to asses quality

5. REIMBURSEMENT OF EXPENSES

5.1 The Company will pay, or reimburse you, for reasonable business expenses incurred by you which are directly related to the performance of your duties of employment, subject to timely submission by you of the payment or reimbursement requests and appropriate supporting documentation.

5.2 Taxes/Withholding: All payments/compensation/benefits under this Agreement shall be subject to all the applicable withholding of central, state and local taxes pursuant.

6. TERMINATION OF EMPLOYEMENT

6.1 Without prejudice to the Company's rights under Clause 3 in relation to the Probationary Period, the Company reserves the right to terminate your contract without notice, or pay in lieu of notice, if it has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or in material breach of one of the terms of your employment. Examples of gross misconduct include:

6.1.1 Acting in any manner (whether in the course of your duties or otherwise) which is likely to bring you, the Company or any Associated Company into disrepute or prejudice the interests of the Company or any Associated Company; or

6.1.2 Being guilty of continuing unsatisfactory conduct or performance or your duties, after having received a written warning from the Company relating to the same; or

6.1.3 Being convicted of an offence considered by the Company to be serious in nature.

6.1.4 Material Breach of the terms and conditions of this letter of employment.

K. Nambo

DIRECTOR

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

This is an auto-generated document. No signature is required.

6.1.5 The above is a non exhaustive list of the types of conduct the Company will consider to be gross misconduct, and any delay by the Company in exercising its rights to terminate your employment under this Clause 6.2 shall not constitute a waiver thereof.

6.1.6 In the event of termination of your employment with the Company for any reason whatsoever, you shall immediately return to the Company all material belonging to the Company and copies thereof which are in your possession in connection with the business and affairs of the Company as well as all the property whether moveable, immoveable or intangible belonging to the Company.

7. VACATIONS

7.1 You shall be entitled to reasonable annual periods of vacation (inclusive of Annual Leave, Casual Leave and Sick Leave) with full pay as per Company Policy, subject to an aggregate of 25 working days in any calendar year for each completed year of service. Accrual / availment of the leave will be as per Company policy in force, from time to time.

8. CONFIDENTIAL INFORMATION

During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any such information or materials.

You shall therefore, regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any third party, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.

You shall not directly or indirectly, engage in or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

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

This is an auto generated document. No signature is required.

information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.

You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you hereby further agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.

You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, the Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall in addition to other legal remedies be entitled to seek to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.

You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.
You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.

Please refer to Annexure II with respect to organizations Security Policies regarding roles and responsibilities expected at your level.

9. INTELLECTUAL PROPERTY

You agree that, all inventions, innovations, improvements, developments, methods, designs, analysis, drawings, reports, copyrights, patents, trademarks, or other intellectual property which relates to the Company's or any of its affiliates', subsidiaries' or parent company's actual or anticipated business, research and development or existing or future products or

K.Narayan
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune

This is an auto-generated document. No signature is required.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

services arising in any way from, or related to, your employment, ("Intellectual Property") shall at all times be the sole and exclusive property of the Company. You will promptly disclose such Intellectual Property to the Company as per the policy of the Company in this regard and perform all actions reasonably requested by the Company (whether during or after the Term of Employment) to establish and confirm such ownership (including, without limitation, assignments, consents, powers of attorney and other instruments) and agrees not to assert any rights to such Intellectual Property against the Company or any third parties and agrees further to assist the Company in any way requested to procure or protect the Company's right to such Intellectual Property. Upon termination of this Agreement by either party for any reason, or if requested by the Company at any time thereafter, you shall return to the Company all documents, books, manuals, lists, records, publications or other materials, whether in written, electronic or other form, passwords, keys, credit cards, equipment, or other articles that came in your possession in connection with the employment by the Company and shall not maintain any copies or duplicates without the prior written approval of the Company.

10. NON COMPETE

You acknowledge that in the course of your employment with the Company and its affiliates you will become familiar with the Company's and its affiliates trade secrets and with other confidential information concerning the Company and its affiliates and that your services have been and will be of special, unique and extraordinary value to the Company and its affiliates. You therefore hereby agree that, during the Employment Period and (i) in the case of termination for Cause or resignation, for one year thereafter and (ii) in the case of termination by the Company and its affiliates without Cause, during the period in which you receives payments of Salary (the "Non compete Period"), you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or in any manner engage in any business competing with the businesses of the Company or its subsidiaries as such businesses exist or are in process on the date of the termination of the your employment, within any geographical area in which the Company or its subsidiaries engage or plan to engage in such businesses.

During the Non-compete Period, you shall not directly or indirectly through another entity (i) induce or attempt to induce any employee of the Company or any affiliate to leave the employ of the Company or such affiliate, or in any way interfere with the relationship between

the Company or any subsidiary and any employee thereof, or (ii) induce or attempt to induce any customer, supplier, licensee or other business relation

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

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

This is an auto-generated document. No signature is required.

of the Company or any affiliate to cease doing business with the Company or such affiliate, or in any way interfere with the relationship between any such customer, supplier, licensee or business relation and the Company or any affiliate.

If, at the time of enforcement of this paragraph 10, any court shall hold that the duration, scope or area restrictions stated herein are unreasonable under circumstances then existing, you agree that the maximum duration, scope or area reasonable under such circumstances shall be substituted for the stated duration, scope or area and that the court shall be allowed to revise the restrictions contained herein to cover the maximum period, scope and area permitted by law.

In the event of the breach or a threatened breach by you of any of the provisions of this paragraph 10, the Company, in addition and supplementary to other rights and remedies existing in its favor, may apply to any court of law or equity of competent jurisdiction for specific performance and/or injunctive or other relief in order to enforce or prevent any violations of the provisions hereof (without posting a bond or other security).

11. INSIDER TRADING POLICY

You will agree to comply at all times during the course of your employment with the Company or any subsidiary or affiliate of the Company with the terms and conditions of the Insider Trading Policy set forth attached hereto, as the same may be amended from time to time.

12. OTHER PROVISIONS

12.1 Language. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.

12.2 Governing Law. This appointment shall be governed by and interpreted in accordance with the laws of India.

12.3 You acknowledge and assume that all of the aforesaid underrating and covenants which are legally enforceable and binding on you and shall not, during any proceeding before the arbitrator or any court of law, raise any issue as to the enforceability of the aforesaid undertakings and covenants. If for any reason any portion of the undertaking and covenants is not enforceable or held to be contrary to any applicable law, the remaining portion of this letter shall be binding on you.

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune

Institute of MCA and Management Akurdi, Pune 411 044

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008060
www.quatrro.com

Quatrro
Beyond the existing

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company, and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

It is understood that your date of joining, will not be later than **15-Sep-2021**, failing which this offer will automatically stand revoked without any further notice. Kindly sign and return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein. If you have any questions or if there is any way I can help you further, please do not hesitate to call.

We welcome you and wish you every success in your career with **Quatrro Mortgage Services Pvt Ltd**

Yours Sincerely,

Jynesh Narayan
Vice President

Dated: _____

The parties acknowledge and agree that electronically scanned signatures on this Letter shall have the same force and effect as an original signature.

I HEREBY DECLARE THAT I HAVE CAREFULLY READ AND UNDERSTOOD ALL THE TERMS OF THIS LETTER. I HAVE DISCUSSED THIS LETTER AND SOUGHT APPROPRIATE CLARIFICATIONS FROM THE COMPANY CONCERNING TERMS CONTAINED IN THIS LETTER. I UNDERSTAND AND ACCEPT THAT MY OFFER OF EMPLOYMENT WITH **Quatrro Mortgage Services Pvt Ltd** IS SUBJECT TO A CLEAR / UNQUALIFIED BACKGROUND CHECK. I HEREBY CONVEY MY ACCEPTANCE AND AGREE TO BE UNCONDITIONALLY BOUND BY THE TERMS OF THIS LETTER AND OTHER TERMS OF EMPLOYMENT WITH THE COMPANY BY SIGNING A COPY OF THIS LETTER AND RETURNING THE SAME TO THE COMPANY.

Expected date of joining:

Signed: _____ Dated: _____

Name: _____

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008080
www.quatrro.com

Quatrro
Beyond the existing

12.4 By signing this letter, you consent to the company and any of its Associate/Subsidiary Companies holding and processing, both electronically and manually, the data it collects relating to you in the course of your employment, for the purpose of the Company's administration and management of its employees and its business and for compliance with applicable procedures, laws and regulations.

12.5 You also consent to the transfer, storage and processing of such data outside of India, in particular to and within European Economic Area and the United States of America and any other country in which the company or its Associates Companies have offices.

12.6 By signing this letter, you consent to and you hereby authorize the Company to process and share data relating to you with third parties whether within or outside India or for the purposes of the effective functioning and operations of the Company.

12.7 You will agree to comply at all times during the course of your employment with the Company or any subsidiary or affiliate of the Company with the terms and conditions of the Insider Trading Policy set forth attached hereto, as the same may be amended from time to time.

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008080
www.quatrro.com

Quatrro
Beyond the existing

For Quatrro Mortgage Services Pvt Ltd

Jynesh Narayan
Vice President

I accept the terms of this letter

(Signature)

Date:

Date:

The parties acknowledge and agree that electronically scanned signatures on this Letter shall have the same force and effect as an original signature.

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4006080
www.quatrro.com

Quatrro
Beyond the existing

Annexure I			
Components	***Annual(Rs.)***	***Monthly(Rs.)***	***Remarks***
BASIC	180,000	15,000	
HRA	57,960	4,830	
LTA	15,000	1,250	
BONUS	16,800	1,400	
Retirals -PF	21600	1800	
Retirals - Gratuity	8640	720	
Total	300000	25000	

Total CTC	
GROSS SALARY	269760
Total Earning Capacity(CTC)	300000

The total earning capacity (CTC) can vary based on the Variable Performance Bonus applicable to your process

- Mediclaim coverage & Personal Accident and Death Insurance coverage
- 25 Leaves in a year (exclusive of official and weekly holiday). Attendance Incentive is deducted on unscheduled leave
- Probation period of 6 months, during which you are not entitled to avail of annual leave. During probation you can avail of upto 5days of leave in exceptional situations like a personal contingency or a medical emergency
- 5 days a week
- 24/7 Shift
- All of the above entitlements are subject to clause 2 of your appointment letter, policies as applicable from time to time and will vary from location to location as per existing rules

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



This is an auto-generated document. No signature is required.

Quatro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4006080
www.quatro.com

Quatro
Beyond the existing

Annexure II

- Implement and act in accordance with the organization's information security policy
- Protect assets from unauthorized access, disclosure, modification destruction or interference
- Execute particular security processes or activities as may be assigned by the superior
- Be accountable and responsible for actions taken. Report breach of security events or other security risks to the organization

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

This is an auto-generated document. No signature is required.

Quatrro Mortgage Services Pvt. Ltd.
160, Udyog Vihar, Phase - I, Gurgaon, Haryana - 122015, INDIA
Phone: +91-124-4561000 | Fax: +91-124-4008080
www.quatrro.com

Quatrro
Beyond the existing

Exhibit A - Insider Trading Policy

• No Insider may buy or sell Company securities at any time, if ever, when (a) Company securities are publicly traded and (b) such Insider has material non-public information relating to the Company.

• No Insider may buy or sell securities of any publicly listed company at any time when such Insider has material non-public information about that company, including, without limitation, any company which the Company invests in or follows in the ordinary course of our business, and any of the Company's publicly listed customers, vendors or suppliers, when that information is obtained in the course of services performed on our behalf.

• No Insider may disclose Company non-public information to third parties.

• No Insider may disclose ("tip") material non-public information with respect to any company to any other person (including family members), and no Insider may make recommendations or express opinions with respect to any company on the basis of material non-public information with regard to trading in securities.

• No Insider who receives or has access to our material non-public information may comment on stock price movement or rumors of other corporate developments that are of possible significance to the investing public unless it is part of such Insider's job (such as Investor Relations) or such Insider has been specifically authorized by a majority of the Board of Directors in each instance.

• If you comment on stock price movement or rumors, or disclose Material Non-Public Information to a third party, you should contact promptly the Chairman and Managing Director/ Executive Director or CFO.

• No Insider may buy or sell the securities of the Company or any other company during

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

This is an auto-generated document. No signature is required.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

TAWARE
FACILITY MANAGEMENT SERVICES PVT. LTD.

Ref:

Date: 15/11/2021

Ms.Sayali Kadam
Sayali Niwas, Dattanagar,
Gunwadi Road,
Baramati.

Subject: Employment Offer

Dear Ms.Sayali Kadam,

This is reference to your application and subsequent interview you had with us; we are pleased to offer you employment in our organization as per below details.

Department: Finance
Designation: Consultant

You will join us as soon as possible but not later than 01st Nov, 2021.

Your appointment letter will be issued to you on the date of your joining.

Compensation:

Your compensation on a Cost to Company ("CTC") basis will be Rs.6,50,000/- (Rs.Six Lakhs Fifty Thousand Only) per annum.

You are requested to be present in general shift i.e. 10 am at the place of posting.

For Taware Facility Management Services Pvt.Ltd.

Authorized Signatory

K.Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

ADD : 9, Sharad Housing Society, Sector 27/A, Pradhikaran, Nigdi, Pune - 411 044.
Mobile : +91 9975000094, 9096003711 E-mail : tfms19@gmail.com / Web : www.tawaregroup.in

HURON

Personal & Confidential

28 September 2022

Sharayu Atmaram Andhale
Falt No 19, Nishat Gardan,
Near Vishwarup Hall Jyoti Nagar, Aurangabad, PIN: 431001,
Maharashtra, India

Dear **Sharayu Atmaram Andhale**,

Offer of Employment

On behalf of Huron Eurasia India Pvt. Ltd., I am pleased to extend to you an offer of employment for the position of Associate Consultant [Analyst II], reporting directly to Krishna Kumar Gopalan, Director at Huron. In this role, you shall be based out of our office in Pune, India.

Should you accept the above offer, Your Total Fixed Pay of **INR 5,70,000** will be payable in 12 monthly installments in a year as explained below.

Salary Break Up	Per Month (in INR)	Per Annum (in INR)
Basic Salary	23,750	2,85,000
House Rent Allowance	9,500	1,14,000
Special Allowance	12,450	1,49,400
Other Benefits		
PF Contribution Employer	1,800	21,600
Total Fixed Pay	47,500	5,70,000
Target Variable Pay* [Conditional Amount]		57,000
Cost to the Company		6,27,000

Other Benefits*	
Medical Insurance Per Annum (Including Family)	INR 5,00,000/-
Group Term Life Insurance Plan	Three times multiple of CTC
Group Personal Accident Insurance Plan	Three times multiple of CTC
General Purpose Interest Free Loan	Up to three times the monthly TFP
Cell Phone & Internet Connection Reimbursement - Team and Job Role based	Up to INR 24000 p.a.
Leave Encashment	As Per Company Policy
*As per company policy and subject to change as per the discretion of the company.	

(i) ***Target Variable Pay** - You will qualify for a variable compensation component of up to **INR. 57,000** which is up to **10% of your total fixed pay**. The Variable Pay may vary and will be formally assessed as a part of the performance review process. The Variable Pay will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Pay is at the discretion of the Company and will be primarily based on two factors: (1) Individual Performance and (2) Company Performance. The Company may amend or terminate the Variable Pay Plan at any time. It is hereby clarified that the Variable pay amounts paid to the

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.Nimbalkar

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

HURON

Employee shall include the statutory bonus (if applicable) payable to the Employee under the provisions of the Payment of Bonus Act, 1965.

(ii) **Benefits**: You will be eligible to participate in the employee benefit plans and programs applicable to Huron Eurasia India Private Limited employees.

A Contract of Employment will be drawn up and presented to you for completion on or before your first day of employment if you accept this offer. The terms of your employment will be contained in the Contract of Employment and the Employee Policies as contained in the Employee Handbook.

Company reserves all rights to withdraw this offer any time prior to your anticipated commencement date of 29 September 2022 either due to any unanticipated changes in business climate in general or any changes in the hiring goals of the company.

This offer of employment is open for acceptance till 28 September 2022, end of business, after which it shall become null and void. I do look forward to welcoming you to the team.

Yours truly,
For Huron Eurasia India Private Limited

Authorized Signatory
Name: Sujay Acharya
Designation: Director, HR

Statement of Acceptance

I, **Sharayu Atmaram Andhale**, aged about [_____], being the son/daughter/wife of [_____], residing at [Falt No 12, Nishat Gardan, Near Vishwarup Hall Jyoti Nagar, Aurangabad, Maharashtra, 431001, India] accept the position specified herein. I shall commence employment on: _____.

_____ _____

Signature Date

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Allstate | Solutions Private Limited

October 29, 2021

Ms. Shradha Babasao Patil
Renuka vrindavan apartment, Rajyog colony, walekar-wadi, Akurdi, Pune 411033

Dear Shradha Babasao,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate -Operations**", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before November 22, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K.Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Shradha Babasao, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0023,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K.Nimbalkar

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

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

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

D. Y. Patil Institute of MCA and Management Akurdi Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

October 29, 2021

Ms. Shradha Babasao Patil

Designation: Associate -Operations

Band: A1

Start Date: On or before November 22, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimale

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

RECTITUDE INDIA

Date: 25th April 2022

Name: Shruti Jadav
Employee Code: RI06
Location: Pune, India
Subject: Completion of Internship.

Dear Shruti,

We would like to congratulate you on successfully completion of your internship with Rectitude HR Services (India) private limited.
Rectitude India is glad to offer you permanent role with Pune Branch and shall welcome you from 1st May'2022.

We wish to inform you the change made to your remuneration which has been revised from **INR 144,000 per annum to INR 180,000 per annum** w.e.f. **1st May 2022.**

This salary change supersedes all the previous communication received by you on this subject. The other terms and conditions of employment remain unchanged.
You will appreciate that information related to your salary is extremely confidential between you and the company. The company reserves the right to take stern action against any employee who violates the confidentiality by sharing or discussing his/her salary details in groups or with colleagues at work or anyone at client's location.

We wish you all the best for a rewarding and growing career with us and look forward to your accomplishments at Rectitude India.

With best wishes,

Kavita Pawar- Human Resources
Rectitude India

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

October 29, 2021

Ms. Shrutika Dilip Hupare
Renuka vrindavan apartment, Rajyog colony, walekar-wadi, Akurdi, Pune 411033

Dear Shrutika Dilip,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate -Operations"**, in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate -Operations
Location	Pune
Start Date	On or before November 22, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

72

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

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

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

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K. Nimbalkar

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

D. Y. Patil Institute of MCA and Management ★ Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Shrutika Dilip, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0024., failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

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

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'*.

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

K.Nimbalkar

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

October 29, 2021

Ms. Shrutika Dilip Hupare

Designation: Associate -Operations

Band: A1

Start Date: On or before November 22, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

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

Akurdi, Pune-411 044

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

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 : U72900DL2011PTC229698
Worksite Chennai : ETA Techniapark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: September 20, 2022

Private & Confidential

Shrutika Shriniwas Tangalpalli

Police Head Qaurter 350 South Sadar Bazar Lashkar Solapur 413003,
Solapur,
Maharashtra,
India - 413003

Document ID - 9f0e2a65-b6f2-4159-a433-024dd92e8b5c

Dear Shrutika,

- 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 **Analyst.** You are required to report on September 22, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**

- Your annual compensation would be **Rs. 240000 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- dhirajumesh.rathod@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

DIRECTOR
D. Y. Patil Institute of Master of Comp Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of Master of Computer Applications and Management ★ Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE

sbicap securities
A Tradition of Trust

SBICAP Securities Limited
Registered & Corporate Office:
Marathon Futurex, 12th Floor, A & B Wing,
Mafatlal Mill Compound, N. M. Joshi Marg,
Lower Parel, Mumbai - 400013.
Tel.: 91-22-4227 3300 / 3301 I Fax: 91-22-42273472

SSL/TA/OFF/2021-2022/5289
Date: 08-Nov-2021
Mr. Shubham Bandu Pagar
Vishveshwar Colony, Tinhewadi Road, Rajgurunagar, Pune,410505
Pune
410505

Letter of Employment

Dear Shubham,

With reference to the interview you had with us, we are pleased to appoint you in our organization as **Dealer** (in **Officer** Grade) for **Retail Broking** Department on following terms and conditions:

Commencement:

You are required to join our organization on or before **11-Nov-2021**

Location:

You will be initially posted at our office in **Pune (10287 | RACPC, PUNE)** till further instructions.

Remuneration:

Your annual total cost to company will be **Rs. 325,008 /-p.a. (Rupees Three Lakh Twenty Five thousand and Eight Only).**

A detailed break up of your compensation has been attached herewith in the affixed Annexure.

Important note:-

a) Your remuneration is a confidential matter between you and the Company, and the Company shall view any breach of confidentiality with utmost seriousness, warranting initiation of disciplinary action against you including termination of service.
b) The Company shall deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
c) The Company shall also be entitled to deduct any sum as may be recoverable from you from time to time as per Company's policies from time to time.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

73

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Signature with date

sbicap securities

A Tradition of Trust

Medical Test:

On acceptance of this offer, you have to undergo a pre-employment medical test (only if your age is 35 & above as on date of joining), arrangements for which will be made by the company. The expenses incurred for the medical tests will be reimbursed on submission of receipts/bill. Any suppressed statement declared in self-declaration will be viewed seriously by the Management, which will lead to termination of services without notice.

Duties & Responsibilities:

Your duties and responsibilities will be communicated to you by your reporting manager.

The Company shall have the authority to determine and may change from time to time the portfolio of your duties and responsibilities in the Company, which you shall diligently perform.

You shall perform, observe and conform to such duties, directions and instructions given to you by your superiors in connection with the business of the Company / Group Company diligently and faithfully.

Background Checks:

The Company shall conduct a background verification of all records / references provided by you. Your employment in this company shall be subject to your background check, records being clear and free from any ambiguity. Company reserves the right to call upon you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

Insurance Coverage:

You will be covered under Employee State Insurance Coverage (only if your gross salary is equal or below Rs.21,000/- monthly) or Group Mediclaim Policy and Company's Term Life Insurance Scheme as per the terms & conditions prescribe in the respective Policy.

Leave Policy:

You shall be entitled for leaves in accordance with the Company Leave Policy.

Probation:

You shall be on probation for a period of six months from the date of joining. During this period your services may be terminated at any time by giving **15 days** notice in writing or by paying **15 days** gross salary in lieu thereof.

Any Loss of Pay during the probation period will result in extension of probation period by the number of days of such absence. On satisfactory completion of the aforesaid probation period, your appointment may be confirmed in writing subject to approval of the Management. However, your aforesaid probation period may be extended at the discretion of the company in the event your performance/conduct is below acceptable standards.

Transfer:

An employee can be transferred to any Department, Office or Establishment forming part of our organization or to any of our Group companies / Subsidiaries in India or abroad, depending upon the requirements of business or as may be deemed fit by the management.

Signature with date

K.Nimbalkar
DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune 411 044

sbicap securities

A Tradition of Trust

Deputation:

You will not be entitled to claim or stake any claim including claim for employment, permanent or temporary in the group company where you will be deputed during your services (within India or Abroad).

Separation:

During the probation period either party can terminate the services by giving **15 days** notice or gross salary in lieu thereof at the company's discretion. After confirmation either party can terminate the services by giving **30 days** notice (as applicable) or gross salary in lieu thereof at the company discretion.

An employee on probation can resign subject to the approval by the competent authority, after giving **15 days** notice in writing or by paying **15 days** gross salary in lieu thereof.

A confirmed employee shall be under an obligation to give a notice of **30 days**, in writing or **30 days** gross salary in lieu thereof, as the case may be. The aforesaid notice period of **30 days**, as the case may be, can be reduced / waived off by the company at its sole discretion.

Termination:

a. The Company reserves the right to terminate your employment without notice or payment in lieu of notice on grounds of non-performance or in case you are guilty of misconduct or negligence in your duties, or in case you have undertaken outside employment for remuneration without prior permission of the Company.

b. **Reasons for Termination of employment shall include, but not limited to:**

i. Insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior;
ii. Theft, fraud, or dishonesty in connection with the Company or SBI business or property;
iii. Taking or giving bribes or any illegal gratification;
iv. Remaining on unauthorized absence without intimation continuously for a period exceeding 7 days;
v. Repeated late attendance;
vi. Repeated breach of any law applicable to the establishment;
vii. Riotous or disorderly behavior during working hours at the establishments of the Company/SBI or any act subversive of discipline;
viii. Repeated negligence or neglect of work;
ix. Unauthorized disclosure of information regarding the affairs of the company, SBI or any of its customers or any other person connected with the business of the company or SBI which is confidential or the disclosure of which is likely to be prejudicial to the interests of the company or SBI.
x. Damage or attempt to cause damage to the property of the company or SBI or any of its customers
xi. Violation of Insider Trading Code defined by the Company
xii. Misbehavior towards customers and employees of the company or SBI on official business related activities.
xiii. Making a false statement in any document pertaining to or in connection with his employment in Company;
xiv. Conviction by criminal Court of Law for an offence involving moral turpitude;
xv. Sexual harassment or intimidation of employees.

Signature with date

D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

c. If, at any time in our opinion, which is final in this matter, you are insolvent or found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by us detrimental to our interests, or of violation of one or more terms of this letter, your services may be terminated without notice.

Company Property:

a. You shall be responsible for protecting the property of the Company entrusted to you in the due discharge of your duties and shall indemnify the Company when there is a loss of any kind to the said property.

b. Before cessation of your employment, you shall immediately surrender to the company all files, books, magazines, reports, documents, manuals, audio and videotapes, floppies & discs and any other knowledge database entrusted to you in the course of your employment.

c. You shall be responsible for the safekeeping and return, in good condition and order, of all the Company property(s), documents, brochures, books, presentations, reports etc. which may be in your use, custody or charge.

Confidentiality:

a. You shall not, either during or after your employment with us, divulge or utilize any confidential information belonging to the Company that may have come to your knowledge and you shall, both during and after your employment, take all reasonable precautions to keep all such information confidential.
b. You shall not reproduce, store in a retrieval system or transmit in any form or by any means- electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material which is the property of the company for your own benefit or for the benefit of any third party either during the course of your employment or on your separation.

Exclusion of Other Occupations:

You shall not, without our prior written permission carry on any business, or enter into any business transaction for any part of your time, in any capacity or are employed by, any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of the Company.

Prohibition on Unauthorized Dealing:
You shall not enter into any commitments or dealings on behalf of the company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

Letter of Authority:

In case any Letter of Authority or Power of Attorney is issued to you or in your favour, you shall undertake to return the same on demand or on termination of your service.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

Signature with date

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

sbicap securities

A Tradition of Trust

Retirement:
You shall retire from your service with the Company on attaining the age of sixty years

Disputes:

Any dispute(s) between you and the Company of whatsoever nature will be subject to the appropriate courts in Mumbai Jurisdiction only.

Employee Poaching:
For one year after you leave SBICAP Securities Limited, you will not hire any SBICAP Securities Limited employee or induce any SBICAP Securities Limited employee to work for a competitor, which is operating in any region where SBICAP Securities Limited does business.

Change in the Personal Details:

You shall intimate the Company about any change of your residential address (permanent and / or current), qualification and other personal details within five days from the date of Change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as deemed service.

Any other terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your employment.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and returning the same to us for our company's records.

We welcome you as a member of our organization and look forward to many years of fruitful association.

Yours faithfully,

Sumit Ghosh
Head - Human Capital

Accepted

Shubham Bandu Pagar

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Signature with date

sbicap securities

A Tradition of Trust

List of Mandatory Documents to be submitted at the time of joining	
1	Aadhar Card
2	PAN Card
3	**Address Proof & ID Proof** *(Any one from the list)* ❖ Passport ❖ Driving License ❖ Voter ID Card ❖ Ration Card ❖ Aadhar Card ❖ Rent Agreement *(Will also be required if communicating address is on rental basis)*
4	**Qualification Certificate and Mark sheets :** ❖ SSC ❖ HSC ❖ Graduation ❖ Post-Graduation *(If Applicable)*
5	**Employment Details :** a) <u>Previous employment:</u> ❖ Resignation Acceptance & Relieving Letter ❖ Pay Slip of last three Months b) <u>Past to Previous employment:</u> ❖ Relieving/Experience Letter ❖ Appointment letter or Salary Slip

- ❖ All the above mentioned documents to be submitted on the joining date by the Candidate.
- ❖ Relieving letter of the previous employer to be submitted within 45 days from joining the Organisation.
- ❖ Salary will be put on hold, if the documents are not submitted within the stipulated time.
- ❖ All the documents to be mandatorily self-attested by the employee before submission.

K. Nimkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management

Akurdi, Pune-411044

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

<u>Signature with date</u>

sbicap securities

A Tradition of Trust

Salary Offer		
Name	Shubham Bandu Pagar	
Department	Retail Broking	
Grade	Officer	
Designation	Dealer	
Location	Pune (10287 | RACPC, PUNE)	
Remuneration Details		
	MONTHLY (Rs.)	ANNUAL (Rs.)
A. SALARY		
a) Basic	10,833	129,996
b) HRA	5,417	65,004
c) Executive Allowance	7,513	90,156
Total	23,763	285,156
B. OTHER ALLOWANCES		
b) Leave Travel Allowance	0	0
c) Telephone Allowance	1,000	12,000
d) Fuel Allowance	0	0
e) Driver's Allowance	0	0
Total	1,000	12,000
GROSS SALARY *	24,763	297,156
C. STATUTORY BENEFITS		
a)Provident Fund (Employer's Contribution)	1,800	21,600
b) Gratuity #	521	6,252
Total	2,321	27,852
TOTAL CTC (A+B+C)	27,084	325,008

*Your Net Take Home would be subject to the following deduction from the Gross Salary **

i) EPF Deduction *ii) ESIC Deduction*

iii) Group Mediclaim Insurance Premium (for dependants)

iv) Group Term Life Insurance Premium (for self) *v) Income Tax As applicable*

vi) Professional tax as offered in State

Gratuity Payable as per Payment of Gratuity Act 1972

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management

Akurdi, Pune-411 044

Signature with date

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2037086

Letter of Intent ("LOI")

Dear shubham khadke,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

---

ANNEXURE 1

shubham khadke
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini.Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Effective1st July 2022 your all-inclusive compensation will be revised to **INR 4,00,000/- (Rupees Four Lakh only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Tejinder Sethi
Head - Fresher Hiring

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer: Letter of Intent to Train and Hire

1 message

shubham wani <shubhamwani011@gmail.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Sun, Apr 10, 2022 at 9:11 AM

---------- Forwarded message ---------
From: **Clevernist Job offers** <job.offers@clevernist.com>
Date: Sat, 9 Apr, 2022, 1:48 pm
Subject: Offer: Letter of Intent to Train and Hire
To: shubhamwani011@gmail.com <shubhamwani011@gmail.com>

Dear Shubham Wani,

Greetings from **EduInstyn Learning Pvt Ltd!**

I hope this mail finds you well.

Congratulations on being selected as a part of team **EduInstyn Learning Pvt Ltd!**

We are pleased to train and then hire you for the position of Manager-sales

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimmala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

- This offer (**subject to you joining us**) THE CTC PROVIDED BY THE COMPANY WILL BE **INR 2,40,000 LPA** for **3 months**,
- After **3 months** the same will be revised to INR **3,00,000 LPA for a period of 3 months** thereafter.
- After completion of **6 months** in our organization your CTC will be revised to **INR 500000LPA** as fixed component and INR **300000LPA** as the variable component

Work Location: **Bangalore (Work from Office)** Reporting time at Office: **11:00 AM**

This position will entail an **unpaid training** period of **7 days**

This is a full-time position and there will be a probationary period of **15 days**. Your date of joining will be on **5/4/2022(Month/Date/Year)**. Please revert with a confirmation of your acceptance of the offer and date of joining.

You are required to submit the following documents in soft copy format on your DOJ.

Please click on this link to upload these details: https://forms.gle/CxNqZ3oQVZrNq4QQ6

NOTE:- please upload the document above provided link Scan copy or photo copy of Original Documents **(The above link will be expired with in 24 hours)**

*Document should not be in xerox .If the documents is in Xerox will not considered

You are required to submit the following documents in soft copy format on your DOJ .

- 10th & 12th Passing Certificates/ Mark Sheets - Originals and Photocopy
- Graduation certificate/ Mark sheets – Originals and Photocopy
- PG certificate / Mark sheet copies - If any
- Aadhaar card copy
- Pan Card copy
- Appraisal/Promotion/increment letter of last organisation - both Original and Photocopy – If Any
- Appointment letter of previous company
- Relieving letter of the previous company
- 4 passport size photos
- Cancelled Cheque/bank account details proof (Joint account not allowed)
- Last 3 Months Payslips and Bank Statement- Photocopy
- Universal Account Number (Related to PF, if applicable)
- Employee State Insurance details from last organisation (if applicable)
- Latest Resume
- Permanent Address Proof
- Correspondence Address Proof



K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Comp
Applications and Management
Akurdi, Pune-411 044

We hope to hear from you soon.

Please feel free to contact us in case of any queries, we shall be happy to assist you!

Note - Please note once your training is successful, we will share the appointment letter to you. Kindly share all the above-mentioned documents as early as possible.

Address:** 675, 9th Main Rd, Sector 7, HSR Layout, **Opposite HDFC BANK, Bengaluru, Karnataka 560068

upGrad

12/16/2021

Dear Shweta Patil,

Congratulations! It is our pleasure to offer you the position of **"Admissions Counselor – Inside Sales (Inside Sales)"** at Grade **"G1"**with **upGrad Education Private Limited.**

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets, and we expect every upGrad team member to adhere to our core values of **Accountability, Speed, Passion, Integrity, Respect, and Excellence (ASPIRE).**

Please find the specifics of your offer below:

1. Your employment will be governed by upGrad Education Employment Agreement ('upGrad")
2. You will be based at **Mumbai** office. upGrad reserves the right to change the location based on the business requirement. You will be a given prior notice period of one (1) week before such a change.
3. The standard workdays would be for 5 days in a week on a rotational basis (This is subject to change, depending upon the vertical or the business you are a part of). Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**
    1. **Fixed Component** of CTC will be **INR 400000 (Four Lakhs Rupees Only).** This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
    2. Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000 (Four Lakhs Rupees Only)** per annum on achieving specific targets, which will be paid as per the "Sales Incentive Plan". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The details of the Sales Incentive plan will be made available to you once you join. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable Sales Incentive plan.
5. You are expected to join us in the **JUNE** month of the year 2022. With the aim of providing a smooth onboarding process, the date of joining will be accommodated only after your final examination. On the basis of the information provided by you or Training & Placement Officer regarding your examination dates, the exact date of joining will be communicated to you and/or your Training & Placement Officer two (2) weeks prior to the date of joining. At the time of joining, you shall confirm that you have attended all your examination and there are

DIRECTOR
D. Y. Patil Institute of Master of Com
Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

upGrad Education Private Limited
Nishuvi, Ground floor - 75, Dr Annie Besant Road, Worli, Mumbai - 400018
L: +91 22 6166 2100 | E: info@upgrad.com | CIN: U80902MH2012PTC258959

upGrad

no pending examinations. Any discrepancy found in the information provided by you regarding your examination dates/pending examinations can lead to disciplinary action.

6. You will be on a probationary review during the first six (6) months of your employment with the Company ("Probationary Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.
7. Nothing in this agreement, shall restrain upGrad from rescinding this offer letter due to business decisions before the date of joining.
8. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
9. You will be required to submit the Education Degree Certificate or a Provisional Certificate from your College/University within six (6) months of your date of joining ("Education Certificate Submission Period"). If you have not received the Education Degree Certificate or a Provisional Certificate within the above stipulated time, you will have to submit a written undertaking from the College within one (1) month of expiry of the Education Certificate Submission Period, that you have appeared for the final examination and are awaiting results. Failing to provide the required documents might result in extension of your probation period or termination of your employment on immediate basis at the discretion of upGrad.
10. This offer letter is non-binding on either party till the execution of the employment agreement.
11. This Offer is subject to Successful background verification.

Please confirm acceptance of the appointment letter by signing and returning a copy. We would like to take this opportunity to welcome you to **upGrad** family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For **upGrad Education Private Limited**

Preeti Kaul
President – Human Resources

Received & Accepted

Shweta Patil
(Signature)

Annexure I

Name: Shweta Patil
Department: Inside Sales
Designation: Admission Counselor – Inside Sales (Inside Sales)
Grade: G1
Location: Mumbai

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

upGrad Education Private Limited
Nishuvi, Ground floor - 75, Dr. Annie Besant Road, Worli, Mumbai - 400018
L: +91 22 6156 2100 | E: info@upgrad.com | CIN: U80902MH2012PTC258559

upGrad

Salary Head	Amount Per Month	Amount Per Annum
Basic	11,667	1,40,000
HRA	5,833	70,000
Special Allowance	14,033	1,68,400
Provident Fund	1,800	21,600
Fixed CTC	**33,333**	**4,00,000**
Variable		4,00,000
Total CTC	**66,667**	**8,00,000**

Note:

1.Term insurance of 10 lakhs if the fixed CTC is 7 lakhs or below. Term insurance of 20 lakhs if the fixed CTC is above 7 lakhs.

2. Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.

3. Group Personal Accident Insurance of Rs. 10,00,000.

4. The reimbursements will be subject to submission of Bills.

5. Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.

6. Tax will be deducted as per applicable slab rates.

7. The company would have the right to amend the salary breakup at any point of time – in line with its policies or governing regulations.

8.Your Compensation is subject to review, at the sole discretion of the Company, in accordance with Company's policies amended from time to time.

9.The Compensation review disbursement, if applicable, shall be determined and processed as per the company's policy.

Annexure II

Documents Required

1.Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).

2.Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).

3.Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).

4.Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).

5.Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).

6.Four (4) passport size-colored photographs.

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

upGrad Education Private Limited
Nishuvi, Ground floor - 75, Dr. Annie Besant Road, Worli, Mumbai - 400018
L: +91 22 6656 2100 | E: info@upgrad.com | CIN: U80902MH2012PTC258559

Atos

CONFIDENTIAL

Date- 28 June 2022

Name : Siddhi Subhash Bhoir

Sub: Letter of Internship

Dear Siddhi Subhash Bhoir

Further to our discussions, we are pleased to offer you position of **"Project Trainee"** with **Atos Global IT Solution and Services Private Limited** at our **Pune** office.

Your internship will commence on **04 July 2022** and conclude on **31 October 2022**.
For this position, you will be paid a Stipend of INR **15,000**/-(Fifteen Thousand only) per month subject to deduction on leaves

During your internship, you may have access to trade secrets and business information belonging to the Company. By accepting this offer of Internship, you acknowledge that you shall keep all of this information strictly confidential during the period of internship and thereafter, and refrain from using it for any purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all of its property, assets, and documents, including electronically stored information.

By accepting this Internship offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. Company reserves right to terminate your internship at any point of time.

Please note that you are provided with this internship opportunity based on your request and this shall not be construed as an employment nor this will entitle you to claim any employment and / or preference for employment with the company, as the case may be.

We are positive you will find the work environment stimulating and conducive to helping you realize your professional goals. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and trust.

Please endorse your acceptance by duly signing the duplicate copy of this letter no later than close of business on **29 June 2022**

Congratulations on your Internship!

For **Atos Global IT Solution and Services Private Limited,**

Nasir Usman Shaikh
Vice President- HRM

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

eClerx

Date: 7-September-2022

Certificate of Internship

To Whomsoever It May Concern

This is to certify that **Ms Simran Pattewar** has worked as an intern with **eClerx Services Ltd**, from **24th February, 2022 to 23rd August, 2022** in the capacity of a **Trainee.**

During her internship, She worked under the guidance of **Ankit Mittal.**

In the given duration, we found her hardworking and sincere, and expect her to maintain the highest degree of secrecy and confidentiality regarding eClerx business and her role.

We wish her all the best for her future endeavours.

Regards,

Andrews Simon
Associate Principal – Human Resources

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor,
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai – 400 708, Maharashtra, India.
Ph: +91 (022) 4183 2777 | Fax : +91 (022) 4194 3292
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 6301 | Fax: +91 (022) 6614 6655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Campus Hiring_ Digital_Interns (Search Merchandising Manager)

2 messages

Sandhya Ingale Placement Officer <sandhya.ingale@dypiu.ac.in> Thu, Dec 30, 2021 at 2:47 PM
To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>
Cc: "Jasmita Kaur, Dean Placement" <placements@dypiu.ac.in>

PFA

Warm Regards,

Sandhya Ingale
Placement Officer
Mob.8983002683
D Y Patil International University,
Akurdi, Pune - 411044, Maharashtra, India
Website:www.dypiu.ac.in

---------- Forwarded message ---------
From: **Campus Team** <Campus.Team@eclerx.com>
Date: Wed, Dec 29, 2021 at 5:48 PM
Subject: Campus Hiring_ Digital_Interns (Search Merchandising Manager)
To: Sandhya Ingale Placement Officer <sandhya.ingale@dypiu.ac.in>
Cc: Nicola Fernandes <Nicola.Fernandes@eclerx.com>, Campus Team <Campus.Team@eclerx.com>

Hello Sandhya,

We are looking for an Interns for Search Merchandising in our Digital vertical with a degree of MBA in Digital Marketing.

We would like to offer 6 months internship with a stipend on INR 22000. Post internship a PPO with CTC 6.53 LPA.

We need only fresher for this role who if selected, will join us as an Intern.

They should be comfortable to work in all shifts and should be okay with Mumbai or Pune or Chandigarh Location.

Please feel free to get in touch with us in case of any query.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Saloni Gurung
Intern | Talent Acquisition
Phone: +91- 7440913769
Email: Saloni.Gurung.C@eclerx.com

Explore Opportunities

This email is being sent for and on behalf of eClerx Services Limited (eClerx) or a subsidiary of the firm. eClerx is committed to managing personal data securely and responsibly. Please see our Privacy Notice at https://eclerx.com/privacy-policy/. This email and any attachments are confidential. If you are not the intended recipient, dissemination or copying of this email is prohibited. If you have received this in error, please notify the sender by email and then delete the email completely from your system.

eClerx is a leader in innovative business process management, change management, data-driven insights, and advanced analytics powered by subject matter experts and smart automation. Click Here to Learn more.

D Y Patil International University,
Akurdi, Pune - 411044, Maharashtra, India
Website: http://www.dypiu.ac.in

2 attachments

JD - APM - Search MerchandisingManager.docx
21K

Registrations.xlsx
9K

Sarah Dsouza <placements_mba@dypimca.ac.in> Fri, Dec 31, 2021 at 3:07 PM
To: Campus.Team@eclerx.com
Cc: "Jasmita Kaur, Dean Placement" <placements@dypiu.ac.in>, Nicola.Fernandes@eclerx.com, "Mrs. Sandhya Ingale" <sandhya.ingale@dypiu.ac.in>

Hello Saloni,

Greetings of the day!

As per our discussion, kindly find attached the MBA students from my Institute that have registered for the profile.

Do let us know the next step ahead.

Warm Regards,
Asst. 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

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

[Quoted text hidden]

2 attachments

eClerx _ MBA MKT_ Digital Marketing Batch - 2022.xlsx
15K

U3 INFOTECH

20th October 2021

STRICTLY PRIVATE AND CONFIDENTIAL

Sneha Bakade
Amaravati, Maharashtra,

Dear Sneha,

APPOINTMENT AS Recruitment Executive

Further to your application in response to our online advertisement for a position of "**Recruitment Executive**" in our organization and to your subsequent interview, we are pleased to offer you this position in our company subject to successful background check.

1. **Reporting Line**
   In this position you will report to Account Manager of U3 Infotech India Pvt. Ltd, who will agree your performance objective with you. The detail duties and responsibilities are illustrated in appendix A.

2. **Commencement Date**
   Your employment commencement is effective from **25th October 2021.**

3. **Remuneration**
   A. You will receive annual CTC of Rs. 2, 40,000 per annum, subject to deductions for taxes and other withholdings as required by law. The salary breakdown is as mentioned in Appendix C. Yearly salary reviews and variable payment are subjected to Company's and Individual's overall performance. Your CTC will be revised to Rs 300000 upon completion of successful probation period. Your next appraisal will be after 12 months effective your confirmation date.
   B. Incentives: You will be paid incentives for each successful closure on quarterly basic as per company policy.

4. **Leave Benefits and Public Holidays**
   a. Upon confirmation, you will be entitled to Fifteen (15) days of annual leave or pro-rated if you have not worked a complete year.
   b. You will be entitled to maximum of Seven (7) days of sick leave a year on pro-rated basis if you have not worked a complete year. If you take leave on medical grounds, you will be required to produce a Medical Certificate issued by a registered medical practitioner in India. In the absence of such certificate the leave will be treated as unpaid leave.
   c. You shall observe the Singapore Public Holiday Calendar as you are supporting the Singapore operations.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

79

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

5. Insurance Benefits

Upon confirmation, you are entitled to the Company's medical benefits for local staff, in accordance with the rules of the Company Group Hospitalization and Surgical Insurance Policy.

6. Probation Period

You are required to serve a probationary period of Six months during which either party may terminate this contract of service by giving one week's notice. Your probation period might be extended and considered completed based on the set target achievement by you. You are not entitled to any leaves during probation period. Any leaves taken in probation period will be treated as unpaid leaves.

7. Confidentiality and Secrecy

You shall not, except as authorized or required by your duties, use, disclose, divulge or communicate to any person any trade secret or other confidential material or information relating to the business, customers, vendors or suppliers of the Company, which have or may hereafter come to your knowledge or possession during your employment. This restriction shall continue to apply after the termination of your employment without limit in point of time but shall cease to apply to information or knowledge which may have come into the public domain otherwise than through your unauthorized disclosure.

You shall not at any time during the continuance of your employment hereunder make any copy, abstract or summary of the whole or any part of any document belonging to the Company except insofar as is necessary for the proper performance of your duties in which case the copy, extract or summary shall belong to the Company.

8. Outside engagement and Copyright of Work Material

During your service with the company you are not directly or indirectly, without the prior written consent of the Company, undertake any form of outside work or business.

The Company retains full copyright in any material supplied by you for use in any of the Company's services. Any tools, methodologies, documents, trademarks, patents, copyrighted works or other materials (including software) the company provides to you during your employment, remain the sole property of the Company or its licensors.

9. Non-Solicitation and Non-Competition

For a period of two years followings the termination of your employment for whatever reason, you shall not directly or indirectly or through competitor of the Company "Capgemini, Fujitsu, Iplace, Fidel Consulting,Aryan Search,Nityo,IDC Technologies" (1) solicit the business of company(or otherwise deal in a manner adverse to the Company) or provide any executive search, contract placement, ,software engineering, consulting, or programming, placement (contractual or one-time), business development, sale and marking services to any customer of the Company (regardless of whether or not you personally dealt with that party during your employment) (2) solicit the services of (or otherwise deal in a manner adverse to the Company) any employee of the Company or induce such employees to terminate his or her employment. You further agree that the

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

U3 INFOTECH

Company shall be entitled to injunctive relief as well as damages for any violation by you of this Agreement (which shall survive the termination of this Agreement and your employment. This also includes joining the services of Company' clients, directly or indirectly or through another agency. You further agree that the Company shall be entitled to injunctive relief as well as damages for any violation by you of paragraph 7 or 9 of this Agreement (which shall survive the termination of this Agreement and your employment).

10. **Termination**

Your employment with company is on an at-will basis. Except in cases of termination by the Company due to your willful misconduct, serious breach of this agreement or unprofessional behavior, which includes performance issues or non-flexibility towards the work or indiscipline, influence of **drugs** or **alcohol or** consumption of **alcohol** or illegal **drugs** or abuse any substance whilst at work or influence colleagues with unethical practices or behaviors, Your manager informs the Company that he/she is dissatisfied with your performance, after reasonable time and efforts have been made to remedy the situation, You are absent without informing your direct supervisor and/or without prior approval from your direct supervisor and nor contactable and/or without any valid reason for consecutive 3 days the Company will provide you with one day advance notice of termination of employment; If you wish to terminate this agreement of your service after completion of three month probation then you are required to give two months advance notice. OR due to any other reasons, the Company will provide you with two months of advance notice of termination of employment. Resignations tendered on weekends or public holidays shall be considered from the immediate following working day to calculate the notice period tenure. You are not entitled to avail any leaves during notice period. In the event that you resign or leave the services of the company within two years from the date of joining, you agree to serve two months of notice period and you agree to pay salary of two month's as retention and administration cost to the company. Also, the company reserves the right to recover any sums, the amount equivalent to the shortfall of any un-fulfill obligations from your salary or incentive.

ENTIRE AGREEMENT

This agreement represents the entire agreement of the parties and its supersedes all prior agreements signed by both parties. You agree to the terms and conditions set above, and accept the same with the express intent to be legally bound.

RECITALS

You warrant that you are free from any legal obligations, such as an employment agreement or performance contract, that would conflict with your entering into this agreement. Should it later be determined that such a conflict exits, you will be responsible for defending the Company and it necessary, the Company's client/s from any lawsuit or legal action which arises from such a conflict.

Agreed to and accepted with the
Express intent to be legally bound

K.Nimrod

DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 0..

For U3 Infotech India Pvt Ltd

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

U3 INFOTECH

Sunaina Sisodiya

Digitally Signed
(For)
Umesh Ursekar
Managing Director

S.P.Bakade
Sneha Bakade
PAN/Passport Number:

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

U3 INFOTECH

Appendix A

Annex to the Memorandum of Terms of Employment

Contract:

Reporting to: U3 Infotech India Pvt Ltd Management

Job Description:

Job Description:

- Identify candidates for potential and existing requirements.
- Format the candidate resumes.
- Follow-up regularly with candidates.
- Maintain and keep up-to-date candidates professional development information in database.
- Assess and record candidates' professional background.
- Organize database.
- Ensure daily/monthly targets are met.

S.P.Bakade

Sneha Bakade

PAN Number:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

IJ3 INFOTECH

Appendix B

You must bring the following for joining:

- Original & copies of all relieving and experience certificates (if applicable)
- Original & copies of all educational certificates
- Original & copies of birth certificate
- Copies of two last drawn pay slip or certificate of last drawn salary (if applicable)
- Original & copy of your last appointment letter
- 2 recent passport sized photographs
- One copy of any photo ID document
- Address proof

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

IJ3 INFOTECH

Appendix C

Name: Sneha Bakade

Designation: Recruitment Executive

Salary Component	Per Annum (INR)	Per Month (INR)
Basic	96000	8000
HRA	48000	4000
Transport Allowance	19200	1600
Meal Allowance	26400	2200
LTA reimbursement	24000	2000
Other Allowance	6528	544
Total	**220128**	**18344**
Employer PF	19872	1656
CTC	**240000**	**20000**

Note 1:

Gross salary is subject to deductions of applicable taxes, PPF and other with holdings required by law. The salary component breakdown & therefore your net salary may subject be to change as per statutory deductions.

Sunaina Sisodiya

Digitally Signed

(For)

Umesh Ursekar

Managing Director

S.P.Bakade

Sneha Bakade

PAN/Passport Number:

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter of Intent - Soujanya Mashyal - Junior Business Analyst

Soujanya Mashyal <soujanyamashyal@gmail.com> Sat, Feb 12, 2022 at 3:21 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: placements@dypcoeakurdi.ac.in

Respected Mam,

Good Afternoon, Soujanya S. Mashyal from MBA 2nd year. I'm sharing the informal offer letter received by Paradiso Software Pvt. Ltd.

CTC mentioned in the offer letter is 2.9 LPA, however in the registration email it was stated upto 3.5 LPA. Mam I'm requesting you to please see if increment can be made in the CTC.Hoping for a positive response.

Thanks & Regards
Soujanya S. Mashyal

---------- Forwarded message ---------
From: **Parangoma Bhattacharjee** <parangoma.b@paradisosolutions.com>
Date: Fri, Feb 11, 2022 at 5:30 PM
Subject: Letter of Intent - Soujanya Mashyal - Junior Business Analyst
To: soujanyamashyal@gmail.com <soujanyamashyal@gmail.com>
Cc: Inna Janyani <inna.j@paradisosolutions.com>, Pradeep Shinde <pradeep.s@paradisosolutions.com>, Arbaaz Khan <arbaaz.k@paradisosolutions.com>

Dear Ms. Soujanya Mashyal,

Congratulations !!!

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as "**Junior Business Analyst**" in **Paradiso Software Pvt. Ltd.** with a start date no later than **Monday, 14th February 2022.**

We believe your skills and experience are an excellent match for our company. This is an informal email offer which, on your acceptance, will be followed by a formal offer letter.

As we discussed, your compensation package will be as follows: **your stipend will be Rs. 5000 during the training period of 6 months from the date of joining and your all-inclusive CTC is set at INR 291600 per annum based on your performance after 6 months of training period** (In Words : Two Lakhs Ninety-One Thousand Six Hundred Indian Rupees). If you are satisfied with the offer kindly acknowledge the offer acceptance by day, **Saturday, 12th February 2022**. Failing which it will be considered as offer rejection. You can indicate your acceptance by simply "replying-all" to this email. From the date of your joining, you will be entitled to 15 Earned leaves per year apart from holidays only after completion of the 06 months' training period.

Details of your employment with us:

1. **Designation** : Junior Business Analyst
2. **Date of Joining** : 14th of February 2022.
3. **Work Location** : Hinjewadi - Pune.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nirmala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

4. **Reporting Time** : 10:00 AM to 07:00 PM (Subject to change based on urgency).

5. **Working Days** : Monday to Friday

6. **Minimum 2 Years Commitment**: You acknowledge that substantial costs have been invested in the selection process and for training you and, as such, you undertake not to leave the services of the Company, for any reason whatsoever, for a minimum period of **Two (2) years** from the date of joining the services of the Company. In case, for any reason, you leave the services of the Company before the said period of 2 years, then you shall forthwith to pay **06 months' Gross salary (last drawn)** being the compensation for the monetary and non-monetary costs incurred by the Company.

7. **Notice Period:** 03 months (90 Working days)

8. **Medical Fitness** : By accepting this offer, There is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are employed or for any other assignment that may be given to you from time to time. Currently You do not have any medical conditions as far you know which will require you to take frequent leaves.

9. **Policies** : You will be governed by the policies of the company with respect to code of conduct, leave, travel and other HR policies.

10. **CTC : INR 2,91,600.00/-lacs per annum** (In Words : Two Lakhs Ninety-One Thousand Six Hundred Indian Rupees).

The detailed salary breakup is as given below in Annexure

Annexure : Compensation Details

Name	Soujanya Mashyal	
Proposed Designation	Junior Business Analyst	
Location	Hinjewadi Pune	
DOJ	14th February 2022 (Monday)	
	Monthly	Annually
Basic	11250	135000
HRA	4500	54000
Conveyance	1600	19200
Medical Reimbursement	1250	15000
LTA	938	11256
Education Allowance	100	1200
Progressive Allowance	2862	34344
Gross (A)	22500	270000
PF **(Employers Contribution)**	1800	21600
Insurance	0	0
Bonus	0	0
ESIC **(Employers Contribution)**	0	0
Total Retirals (B)	1800	21600
Cost to the Company (A+B)	24300	291600
PF **(Employees Contribution)**	1800	21600
PT	200	2500
ESIC **(Employees Contribution)**	0	0

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Total Deduction (C)	2000	24100
Net Pay Before Tax (A-C)	20500	245900

Your employment with **Paradiso Software Pvt. Ltd.** is at-will and either party can terminate the employment relationship at any time. Our offer is strictly contingent upon your successful background check. In case of non-adherence to the Date of Joining, negative reference check or wrong documentation this offer stands withdrawn without any notification.

In term of next step, below listed is the further course of action:

I. An informal offer and reference check will be done by our company manager and recruiter then Formal offer letter shall be issued after the receipt of your email acceptance to this.
II. Documentation verification: For verification purposes, we would require from you copies of the below listed documents:

- **Salary slips of last 6 months of last company.**
- **10th, 12th, Graduation and Post-Graduation mark sheet and certificate.**
- **Driving License.**
- **Aadhar card.**
- **Pan card.**
- **Passport.**
- **Appointment letter of previous companies.**
- **Photocopy of your passport.**
- **PAN & PF Number if any.**
- **Passport size photographs with a red background.**
- **You are requested to bring along the originals of the above-mentioned documents for verification.**
- **Updated Resume.**

Kindly revert with the acceptance of offer letter by today itself as receipt of this offer so as to enable us to initiate your Induction and Joining procedure.

Would like to get the Resignation Confirmation by the end of the day or Max Tomorrow Morning from the current Employer and in a week time would like to get the acknowledgement on the Resignation. (If Applicable)

Note : As per discussion there will be a Service Agreement for **2 Years.** (In Words : Two Years)

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Thanks & Regards,

D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune 411 044

K.Nimrod

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management

PARANGOMA
BHATTACHARJEE
RECRUITMENT
(+91) 7770080603



Disclaimer Notice
This email message, including any attachment(s), is intended only for the named recipient(s) and may contain confidential, proprietary or legally privileged information. Unauthorized individuals or entities are not permitted access to this information. Any dissemination, distribution, disclosure or copying of this information is unauthorized and strictly prohibited. If you have received this message in error, please advise the sender by reply email, and delete this message and any attachments.

K. Nirmala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter of Intent - Soujanya Mashyal - Junior Business Analyst

Soujanya Mashyal <soujanyamashyal@gmail.com> Mon, Feb 14, 2022 at 12:36 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Respected Mam,

Good afternoon, I'm forwarding you updated CTC from 2.9 LPA to 3 LPA of Paradiso Software Pvt. Ltd.

Thank you so much mam for your guidance and support.

Thanks & Regards
Soujanya Mashyal

---------- Forwarded message ---------
From: **Parangoma Bhattacharjee** <parangoma.b@paradisosolutions.com>
Date: Mon, 14 Feb 2022, 10:11 am
Subject: Re: Letter of Intent - Soujanya Mashyal - Junior Business Analyst
To: soujanyamashyal@gmail.com <soujanyamashyal@gmail.com>
Cc: Inna Janyani <inna.j@paradisosolutions.com>, Pradeep Shinde <pradeep.s@paradisosolutions.com>, Arbaaz Khan <arbaaz.k@paradisosolutions.com>

Hi Soujanya,

The CTC **INR 291600 per annum** which we had mentioned in the earlier mail, Please don't consider that.

The Updated CTC will be **INR 300000 per annum.**

Kindly share your acknowledgement by replying to this mail by today itself.

Paradiso | PARANGOMA BHATTACHARJEE
RECRUITMENT
(+91) 7770080603





Disclaimer Notice
This email message, including any attachment(s), is intended only for the named recipient(s) and may contain confidential, proprietary or legally privileged information. Unauthorized individuals or entities are not permitted access to this information. Any dissemination, distribution, disclosure or copying of this information is unauthorized and strictly prohibited. If you have received this message in error, please advise the sender by reply email, and delete this message and any attachments.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune-411 044

From: Parangoma Bhattacharjee <parangoma.b@paradisosolutions.com>
Sent: Friday, February 11, 2022 5:30 PM
To: soujanyamashyal@gmail.com <soujanyamashyal@gmail.com>
Cc: Inna Janyani <inna.j@paradisosolutions.com>; Pradeep Shinde <pradeep.s@paradisosolutions.com>;

Arbaaz Khan <arbaaz.k@paradisosolutions.com>
Subject: Letter of Intent - Soujanya Mashyal - Junior Business Analyst

Dear Ms. Soujanya Mashyal,

[Quoted text hidden]

[Quoted text hidden]

Thanks & Regards,

[Quoted text hidden]

K.Nimale

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

DocuSign Envelope ID: 7CC03C61-5E15-4B85-9C0D-582B1B431C1F

Flipkart

26-Apr-2022

Ms. Srushti Suryakant Bante
Pune

Dear **Ms. Srushti Suryakant Bante,**

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Senior Executive** at **Indore** effective **02-May-2022**.

Your annual total base pay will be **INR 450,000** (**Rupees Four Lakh Fifty Thousand**). Your compensation is mentioned in the attached Annexure-I.

In addition to the above, you will be eligible for **10 %** of your total base pay as an annual performance bonus as per the Bonus plan's terms and conditions. The company will review its overall performance and your individual performance and will determine your bonus, if any.

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

Your employment may be terminated at the instance of either party only by giving to the other party 2 calendar months' prior written notice provided that the Company may if it shall so choose pay 2 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by Flipkart or an appropriate third party, and the results of such background checks being favorable in Flipkart's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Flipkart. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to the company that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall serve the Company in India in connection with the business either of the Company or one of the Associated Companies as the Company may at any time or from time to time direct. ("Associated Companies"

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411-044

DocuSign Envelope ID: 7CC03C61-5E15-4B85-8C0D-562B18A31C1F

Flipkart

shall mean and include any and every Company in which at least 25% in the aggregate of the Ordinary Share Capital is for the time being held by or in the beneficial ownership of the Company and/or any of its associated companies)

You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.

During the employment period, if you are required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company.

You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.

All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nirmala

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4885-9C0D-562B1B431C1F

Flipkart

You shall not do or indulge in any of the following, without the prior written consent of the Company:

(a) Compete: During the Employment Period and for a period of at least 6 (Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company;

(b) Solicit Business: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company;

(c) Solicit Personnel: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You acknowledge and agree that the compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, you may be having official dealings.

You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which will have Company's Code of Conduct, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. You are required to go through the same and understand them. You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4885-9C0D-562B1B431C1F

Flipkart

Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time.

No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4B85-9C0D-562B1B431C1F

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

For Instakart Services Pvt Ltd

DocuSigned by:

Farooq Ahammed M
Associate Director - People Operations

I accept the above terms and conditions and shall abide by them.

Signature DocuSigned by:

Name : **Srushti Suryakant Banta**

"This is an electronically generated document, hence will not be printed on letter head material."

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4B85-9C0D-562B1B431C1F

Flipkart

Annexure I: Your Rewards Summary

Name : Ms. Srushti Suryakant Bante
City : Pune

Compensation Structure	INR Annually (in Lakhs)	
Total Base Pay (A)		**450,000**
Basic Salary	252,000	
House Rent Allowance	126,000	
Leave Travel Allowance	24,000	
Provident Fund (Employer's Contribution)	21,600	
Meal Allowance	26,400	
Performance Bonus (B)		**45,000**
Total Cash Compensation (C = A+B)		**495,000**
Benefits Cost (D)		**39,121**
Insurance Cost	27,000	
Gratuity	12,121	
Cost To Company (E = C + D)		**534,121**
Your Rewards (F + G)		**534,121**

Note:

- USD to INR conversion rate taken for the above computation: 1 USD = INR 74.7
- Employer's Contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- Performance bonus is paid as per the terms and conditions of the company bonus plan
- Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nambi

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4B85-9C0D-562B1B431C1F

Flipkart

Anti-Corruption Screening Form

(to be completed by in-scope applicants as defined in the Anti-Corruption Hiring Screening Plan, v. 2020)

Notice to Applicants: *The information collected herein is part of the application process, is being collected to determine if you have any conflicts of interest that may present a corruption risk or an appearance of improper influence for the position that you are applying for, and the Company reserves the right to ask for additional information beyond what is asked in this application. Furthermore, by completing this application, the applicant agrees that if subsequent developments cause the information reported herein to be no longer accurate or complete, the applicant will immediately notify the Company regarding a change in circumstances. By providing this information, the applicant certifies that the statements and information contained in this submittal are true, accurate, and complete. Any misrepresentation or concealment of information may result in the employment termination in accordance with market-specific policies.*

The information collected on this form is used for recruiting and employment purposes.

1. Have you been employed by a Government Entity within the last two years, or are you currently employed by a Government Entity, or do you anticipate holding a government position/title within the next 12 months?

A Government Entity is any government department, agency, ministry, instrumentality, entity, political party, political campaign, state-owned enterprise, public international organization, recognized traditional or tribal council, or recognized traditional or royal family. In the case of political party candidacy or position, please state the office for which you are running or hold/ held (ex. mayor), but do not identify the political party affiliation

No

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DocuSign Envelope ID: 7CC03C61-5E15-4B8S-9C0D-562B1B431C1F

Flipkart

Anti-Corruption Screening Form

(to be completed by in-scope applicants as defined in the Anti-Corruption HR Screening Plan, v 2020)

Notice to Applicants. *The information collected herein is part of the application process, is being collected to determine if your have any conflicts of interest that may present a corruption risk or an appearance of improper influence for the position that you are applying for, and the Company reserves the right to ask for additional information beyond what is asked in this application. Furthermore, by completing this application, the applicant agrees that if subsequent developments cause the information reported herein to be no longer accurate or complete, the applicant will immediately notify the Company regarding a change in circumstances. By providing this information, the applicant certifies that the statements and information contained in this submittal are true, accurate, and complete. Any misrepresentation or concealment of information may result in the employment termination in accordance with market-specific policies.*

The information collected on this form is used for recruiting and employment purposes.

2. Do you have any family members who are Government Officials or are employed by a Government Entity?

Family members include parents, children, siblings, spouses, and spousal equivalents. A Government Official is: (i) any officer or employee of a Government Entity; (ii) any person acting in an official capacity for or on behalf of a Government Entity; or (iii) any candidate for a public office position or any person acting in an official capacity for or on behalf of the candidate; or (iv) any officer or employee of a private bank

No

Applicant Name: Srushti Suryakant Bante

Signature

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

IntelliPaat
Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor
TowerB, Hongasandra Village,
Bommanahalli, Hosur Road,
Bangalore-560068
(M) +917022374614
www.intellipaat.com

Date: November 22nd, 2021

To,
Subham Sekhar Sahu
Subject: Internship Letter

Dear Subham Sekhar Sahu ,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht
Director- Human Resources

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

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 : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, 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 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Yerwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: June 21, 2022

Private & Confidential

Sushant Devaji Bhadane

Old Otur Road
Shivaji Nagar Kalwan Nashik,
Pune,
Maharashtra,
India - 423501

Document ID - bf8994c7-dd90-4a7b-a805-d9c5916c753d

Dear Sushant,

- 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 **Analyst**. You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**

- Your annual compensation would be **Rs. 240000 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- tulika.bhandari@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

DIRECTOR
D.Y. Patil Institute of Master of Co
Applications and Managemer
Akurdi, Pune-411 044

D.Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. 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 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vamwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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.N.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

D. Y.

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sanrad Ashoka Path, Opposite to Airport Road, Vanwadi, Pune – 411 006, India.
Registered Office : 606, Siddharth, 96, 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 clien**t 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**

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Techno park – Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru 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 **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** 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.Nimbalkar

DIRECTOR
Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Techmpark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarmal Ashoka Path, Opposite to Airport Road, Vanowala, Pune – 411 006, India.

Registered Office : 806, Siddharth, 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.

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Yerwada, Pune – 411 006, India.
Registered Office : 906, Siddharth, 96, 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 58 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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229030
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. 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 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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:
  - School leaving certificate / birth certificate
  - Educational qualification certificate (from 10th std onwards) along with mark sheets
  - Passport (The first 4 and the last 4 pages)
  - Relieving letter or duly accepted resignation letter from your present and previous employers
  - 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

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SIGNATURE OF EMPLOYEE:

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

DECLARATION

I, Sushant Devaji Bhadane, 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

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sanmit Ashoka Path, Opposite to Airport Road, Vanwadi, Pune – 411 009, India.
Registered Office : 806, Siddharth, 96, 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	10th 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 onboarding 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.

D. Y. Patil Institute of MCA and Management, Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229690
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Pune – 411 006, India.
Registered Office : 806, 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, Shollinganallur Village, Shollinganallur-Medavakkm 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,Ilandhaikulam 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.

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D.Y.Patil Institute of Master of Computer Applications and Management Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module II-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, 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

SIGNATURE OF EMPLOYEE:

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012PTC229698
Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, 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 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sainist Ashoke Path, Opposite to Airport Road, Vanwadi, Pune – 411 006, India.
Registered Office : 806, Siddharth, 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.Nirmala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

SIGNATURE OF EMPLOYEE:

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Techspark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist, Chennai – 603 103, India.

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Old Aerodrome Post, 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, Vanwadi, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru 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 on 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.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SIGNATURE OF EMPLOYEE:

Ref: HR/IL/11/21/TJ

Ms. Tanmayee Joshi
FLAT NO-3 WING-H,SHYAMA HERITAGE
KESHAV NAGAR,PIMPRI CHINCHWAD
PIN:411033,MAHARASHTRA, INDIA
Pune 411033

Nov 11, 2021

Subject: Internship Letter

Dear Tanmayee,

This has reference to our discussions with you regarding your Internship with Xoriant Solutions Pvt. Ltd. ("**Xoriant**"), Pune. We are pleased to engage you as an "Intern" on the following terms and conditions and in accordance with the general rules/policies of Xoriant, as may be amended from time to time.

1. VALIDITY:

Your Internship duration will be from **November 15, 2021** till **March 15, 2022**. During the period of your internship, you shall be receiving a stipend amount of **Rs.10000 per month**

2. PROPRIETARY RIGHTS:

It is understood that any work/projects handled by you and intellectual property developed by you individually or as part of a team during the course of your Internship with Xoriant will be the exclusive property of Xoriant. All rights (tangible and/or intangible) shall automatically vest with and/or stand assigned to Xoriant absolutely and you shall have no rights/ claims of any nature in respect thereto. "Intellectual Property" includes trademarks, copyrights, discoveries, inventions, licenses (software or otherwise), information, processes and similar proprietary rights, protocols, customer/client information or other written material pertaining to the business of Xoriant.

3. CODE OF CONDUCT:

You shall conform to the policies of Xoriant at all times, as may be introduced from time to time and are required to maintain high standards of conduct and excellence in rendering your services to Xoriant.

4. TERMINATION

Your Internship is subject to the accuracy of the information, records and documents provided by you regarding your education. Should Xoriant determine at any time that you have provided false or inaccurate information, or that you have withheld relevant information, Xoriant reserves the right to terminate your Internship any time without prior notice. Xoriant further reserves the right to terminate your Internship if your conduct is considered to be unbecoming or is considered to be detrimental to the interest of the Xoriant.

Xoriant will be at liberty to terminate your Internship if your performance is found to be unsatisfactory at any time during the term of your Internship, without any prior notice.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

5. CONFIDENTIALITY

You acknowledge and undertake not to divulge or utilize information relating to general business operations of Xoriant (including information relating to research, design, development, manufacture and sale of products of Xoriant), except with the prior written consent of Xoriant. The responsibility for maintaining confidentiality of the information of Xoriant applies not only during the term of your Internship but also thereafter. Xoriant reserves the right to pursue strict disciplinary action, including initiating legal action, in the event of any violation of this Clause.

6. RETURN OF PROPERTY

On termination of your Internship, you shall return to Xoriant all property of Xoriant which is in your possession including documents, computers, software, computer disks, data files, and all other information of Xoriant. You undertake to neither retain such information nor make copies of the same for any purpose whatsoever.

7. WAIVER

No failure of Xoriant to enforce any right hereunder shall be deemed a waiver thereof. Your engagement with Xoriant is purely as an Intern and you shall not be entitled to any employee benefits/claims available under applicable statutory laws.

8. GOVERNING LAW:

This letter shall be governed and construed in accordance with the laws of the Republic of India and the courts in Mumbai, India shall have exclusive jurisdiction to try all disputes arising herein.

We request you to confirm your acceptance of this Internship by signing and returning one copy of this Internship Letter.

We wish you a mutually rewarding Internship with us.

Yours faithfully,
For Xoriant Solutions Pvt. Ltd.,

Vaishali Wallimbe
Director – Recruitments

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

I confirm that I have read and understood the terms and conditions of the Internship Letter and I agree and accept the above terms and conditions.

Ms. Tanmayee Joshi

Date: 12-11-2021

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

October 14, 2021

Mr. Tushar Banduji Gambhir
40 -New Madhavi Vihar, Suraksha Colony, Tapowan Road, Amravati 444602

Dear Tushar Banduji,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate-Operation**", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate-Operation
Location	Pune
Start Date	On or before October 28, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Comp. Applications and Management
Akurdi, Pune-411 044

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL.

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or conditon either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Tushar Banduji, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0011,, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

January 00, 1900

Mr. Tushar Banduji Gambhir

Designation: Associate-Operation

Band: A1

Start Date: On or before October 28, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

K. Nirmala

DIRECTOR

D. Y. Patil Institute of Master of Comp[illegible]
[illegible]ications and Management
[illegible] Pune-411 04[illegible]

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

****Annual Incentive Plan:**

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC'".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Annexure B

Policy on Information Security

For the protection of the information shared with ASPL, Allstate Non-Insurance Holdings, Inc. ("ANIHI"), Allstate Northern Ireland Limited ("ANI"), or Allstate Insurance Company ("AIC") for the purpose of this Offer, ASPL and its affiliates have in place information security policies and procedures that contain managerial, technical, operational and physical security measures that comply with security standards to collect, receive, possess, store, deal or handle sensitive personal data or information of yours from unauthorized access, use, modification, damage, disclosure and impairment through multiple control points including but not limited to technology and operations controls. Details of these security practices and procedures are available on the Company intranet. You acknowledge that the security practices and procedures specified herein are reasonable and are designed to protect the information provided by it.

You also acknowledge that as security practices and procedures are constantly evolving; ASPL shall have the right to amend or replace the security practices and procedures from time to time at its sole discretion and provide details of such amended or replaced practices and procedures. Notwithstanding anything to the contrary contained in this Offer, the publication of such practices and procedures shall be deemed to incorporate such practices and procedures in this Offer.

The name of any agency collecting and retaining your sensitive personal data or information provided by you on behalf of ASPL is available on the Company intranet. You agree and consent that ASPL shall have the right to appoint or replace the agency collecting and retaining the sensitive personal data or information by publishing it on the Company intranet. The publication of such details on the Company intranet shall be deemed to incorporate such details in this Offer and unless objected to by the Employee, it will be deemed that the Employee has consented to such replacement and appointment. "You agree and consent to the Company being entitled to transfer the sensitive personal data or information to such third parties specified in company's intranet. The publication company intranet shall be deemed to incorporate such details in the Offer and unless objected to, it will be deemed that you have consented to such replacement and appointment.

ASPL, ANIHI, ANI, and AIC shall be entitled to use the personal data or information collected pursuant to this Annexure B for the purposes mentioned in this Annexure B and for any purpose ancillary or incidental thereto as ASPL may deem fit and you hereby specifically consent to such usage.

You are not permitted to withdraw the consent provided pursuant to this Annexure B Agreement unless the same is communicated to ASPL in writing. You also acknowledge that the personal information provided by you forms the basis of your employment with ASPL and consequently notwithstanding anything to the contrary contained in this Offer, ASPL reserves the right to discontinue your employment without any further notice or liability in the event that such consent is withdrawn.

In the event that ASPL or its affiliates shares any sensitive personal data or information with you, directly or indirectly, you hereby represent and warrant to use such sensitive personal data or information in accordance with the data security practices and procedures and internal privacy policy of ASPL as available on the Company intranet. Further, you agree to use such sensitive personal data or information only in the course of employment and not for any personal use. In case of unauthorized use by you of such sensitive personal data or information, ASPL reserves the right to discontinue your employment at its sole discretion after providing you with an opportunity to provide reasons.

Signed:

Name:

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Annexure C

Please submit two (2) copies each of the below mentioned documents at the time of Joining:

- Degree / Semester Marks Cards for all courses pursued (full time / distance learning)
- Semester wise Consolidated Marks Sheet for all courses pursued (full time / distance learning)
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or 10th Standard Mark Sheet with Date of Birth or Aadhaar card)
- Copy of Passport
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining)
- PAN Card and 4 Passport size photographs

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

HR-Rec: /21-22/1718816

To,
Mr. Vaibhav Suresh Chindge
RX 4/11 Yashwanti H.soc Jagrut Hanuman mandir Bajaj Nagar, Wadgaon, AURNGABAD-431136, Maharashtra, INDIA

Dear Vaibhav,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee** in **Liabilities Sales** at our **Pune RO for a period of twelve month commencing from April 4, 2022 at a consolidated stipend of** Rs. 20,833.00/- per month.

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will **Report** to **Mr. Yatish Vikram Shah**. You are requested to report at the following address:

86

AU SMALL FINANCE BANK LIMITED.

Nucleus Mall, 3rd Floor,Unit No. T9, Sadhu Vaswani Road,Agarkar Nagar, , , Pune, Maharashtra, IN-411001

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

advantageous relationship.

Yours faithfully,
For AU Small Finance Bank Limited

Authorized Signatory

Human Resource Department

Acceptance
I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.
I accept and undertake to abide by the said terms and conditions.

Signature :_____

Date :_____

Place :_____

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

October 14, 2021

Ms. Vaishnavi Janardan Deore
#B12 Sarovar Housing Society, Jijamata Chowk, Nigdi, Pune 411033

Dear Vaishnavi Janardan,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as "**Associate-Operation**", in our Pune center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met, and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate-Operation
Location	Pune
Start Date	On or before October 28, 2021
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 373,832
Annual Incentive Plan	Rs. 26,168
Target Total Cash("TTC")	Rs. 400,000

87

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

You will be eligible, to receive cash sign-on bonus of **INR 50,000** less applicable tax withholdings. The bonus is payable within 30 days of your start date. The payout will be recovered in full (100%) if you leave the organization within one year from the date of joining

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However, a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation thereof.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months' notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. On your qualifying in your current Graduate / Post Graduate examination with a minimum aggregate of 60% or 6.5/10 CGPA, you shall be required to produce the original certificate and marks sheet at the time of joining the service of ASPL or within the time frame specified by the company. In default thereof, this offer stands withdrawn and if you have been permitted to join the service, your employment shall be terminated without notice or pay in lieu thereof at the sole discretion of the company.

b. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL.

c. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA & Management
Akurdi, Pune 411 044

Allstate | Solutions Private Limited

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Vaishnavi Janardan, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by 0010., failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Ashish Niranjan

Ashish Niranjan
Head - Talent Acquisition

Acceptance:

I, **VAISHNAVI JANARDAN DEORE** agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on **26-10-2021**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Date 18-10-2021

Signature:

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

January 00, 1900

Ms. Vaishnavi Janardan Deore

Designation: Associate-Operation

Band: A1

Start Date: On or before October 28, 2021

Work Location: Pune

Compensation and Benefits:

Total Targeted Cash	INR.400,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	82,232
Total Guaranteed Compensation	**373,832**
Annual Incentive Plan**	26,168
Total Targeted Cash	**400,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

K. Nimbalkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management

Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

*Flexi Benefit Plan components: Total of all options selected can not exceed the total amount under the "Flex Benefit Plan"	
Leave Travel Allowance	Maximum up to Flexi benefit plan component
Meal Card	INR 26,400.
Superannuation	15% of basic wages or Rs.1.5 lakhs p.a. whichever is less
Employee Gift	INR 4,999
National Pension Scheme(NPS)	Maximum up to 10% of Basic Pay

"Annual Incentive Plan:

While there is no guaranteed minimum award, the Annual Incentive Plan for you will be 7.0% of your 'TGC'; the maximum incentive amount for you under the plan is 10.5% of your 'TGC".

Leave and Holidays:

- All Purpose Leaves (APL): 25 days per calendar.
- National and Festival Holidays: 10 days

Annual Health Checkup:

- Employees are eligible for annual health check up every year sponsored by the company. The benefit is also extended for the dependents for a discounted rate

Medical Insurance:

- Coverage amount INR.500, 000/-
- Coverage Self + 5 Dependents (Dependents includes Spouse, two (2) children, Parents / Parents in Laws)
- Co-pay of 15% applicable for Parents / Parent in laws

Group Accident Insurance (GAI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

Group Term Life Insurance (GTLI):

Coverage: 5 times of your Total Guaranteed Cash ("TGC") subject to the terms and conditions outlined in the policy.

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D.Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Invitation for Campus Recruitment | MBA - 2022 Batch | D Y Patil Group of Institutes, Akurdi |

Tudip Recruitment <joinus@tudip.com> Mon, Feb 7, 2022 at 7:10 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Tudip Recruitment <joinus@tudip.com>

Hi Sarah,

Please find the below selected candidate from the recruitment process. Joining date will be 9th February 2022. Finance candidate need to join from the office.

- Aditya Anil Todkar (Finance)
- Vishu Pandey (Finance)
- Kalyani Helge (HR)

Please let me know for any more details.

[Quoted text hidden]

[Quoted text hidden]

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Invitation for Campus Recruitment | MBA - 2022 Batch | D Y Patil Group of Institutes, Akurdi |

Tudip Recruitment <joinus@tudip.com> Thu, Feb 3, 2022 at 2:11 PM
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Tudip Recruitment <joinus@tudip.com>

Hi Sarah,

Thanks for your email. We are looking for interns/placement for HR and Finance roles.

Please find below details:

1) Duration - 6 months internship after that based on performance we can give them permanent employment of 3.2 LPA
2) Stipend - INR 5000 for first 2 months then for next 2 months INR 7500 and last 2 months it will be 7,500
3) Start date for internship - 2nd week of Feb 2022 (If they have an examination then we will provide an exam leave)
4) Finance role the candidate need to join from the office (Wakad office)
5) For HR profile its WFH as of now but we will update them prior once we start working from the office.

Please let me know if you have any questions.

Regards,

Mangesh Shinde
mangesh.shinde@tudip.com | Skype: mangesh.shinde@tudip.com
Tudip
www.tudip.com | Tudip in News
+91 20 4674 0881 | +1 408 216 8162

[Quoted text hidden]

DISCLAIMER: This e-mail and any attachment may contain confidential and/or privileged information intended for the exclusive use of the recipient(s). Unauthorised copy, use, distribution or disclosure of any information contained in this message or of its attachments is strictly prohibited. If you are not the aimed person or if you received this message in error, please notify the sender immediately and delete this message, all attachments and backups thereof.

K. Nimale

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

COHERENT
MARKET INSIGHTS

OFFER LETTER

Date: 18/10/2021

To,
Wrushabh Gonnade,
Pune, India

Dear Wrushabh,

We are pleased to inform you that you have been selected for the position of "**Associate Consultant – Level 1 in ICT Team**" in our organization, on the terms and conditions mutually agreed.

1. Date of Joining: **October 20th, 2021**
2. Reporting Time: **11:00 AM**
3. Location: **203, Bremen Business Center, Above Bank of India, Bremen Chowk, near Aundh Police Chowky, Aundh, Pune - 411 007**

Your formal appointment letter would be issued to you on complying with the joining formalities as per rules of the company.

Please carry the following documents on the day of joining.

1. Mark sheets (One photocopy each)
2. Pan Card (Original as well as four photocopies)
3. Any two Government Gazetted ID Proof - Driving License, Aadhar Card, Passport, Voter ID Card (Original as well as four photocopies)
4. 4 passport size photos
5. Local Address Proof
6. Appointment/ Offer letter of last organization
7. Relieving/Experience Letter of last organization
8. Last three salary slips
9. Cancelled cheque

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

COHERENT
MARKET INSIGHTS

ANNEXURE

During 06 Months of Probation Period:

Details of Salary	Monthly	Annual
BASIC	4,800.00	57,600.00
HRA	1,920.00	23,040.00
CONVEYANCE	1,800.00	21,600.00
MEDICAL REIMBURSEMENT	1,250.00	15,000.00
SPECIAL ALOWANCE	1,078.00	12,936.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
ANNUAL PERFORMANCE VARIABLE	-	-
RETENTION BONUS	-	
GROSS AMOUNT	**10,848.00**	**130,176.00**
PROVIDEND FUND Employers Co.	576.00	6,912.00
PROVIDEND FUND Employee	576.00	6,912.00
CTC	**12,000.00**	**144,000.00**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

COHERENT
MARKET INSIGHTS

Post Successful completion of Probation Period:

Details of Salary	Monthly	Annual
BASIC	8,000.00	96,000.00
HRA	3,200.00	38,400.00
CONVEYANCE	1,800.00	21,600.00
MEDICAL REIMBURSEMENT	1,250.00	15,000.00
SPECIAL ALOWANCE	3,830.00	45,960.00
Performance Incentive	-	-
Uniform Allowance	-	-
Research Allowance	-	-
ANNUAL PERFORMANCE VARIABLE	-	100,000.00
RETENTION BONUS	-	-
GROSS AMOUNT	**18,080.00**	**316,960.00**
PROVIDEND FUND Employers Co.	960.00	11,520.00
PROVIDEND FUND Employee	960.00	11,520.00
CTC	**20,000.00**	**340,000.00**

***Your CTC would be entitled for all the statutory taxes, PF, ESIC and professional deductions.**

***Annual Variable would be based on the performance of employee and would be distributed annually.**

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

COHERENT
MARKET INSIGHTS

Terms & Conditions –

- By accepting this offer, you confirm that you would join Coherent Market Insights as per the given date and submit all the professionally required documents.
- By accepting this offer, you confirm that, you would maintain the confidentiality of all the information that you might have acquired during the process.
- You confirm that all the information provided by you during the interview process is true. Company would be opting for a background verification process in which if any information submitted by you is found false than company reserves all the rights to terminate the offer.
- Your Candidature is entitled to a service tenure of 12 months (1 year) from the date of joining. This includes your probation period but excludes your notice period.

For Candidate:

I have read and understood the terms and conditions stated in the offer letter and hereby confirm that I would be joining Coherent Market Insights, as "**Associate Consultant – Level 1 in ICT Team**" as per mutually agreed Date of Joining i.e. October 20th, 2021

Name Vaishabh Satyendra Gorrade
Signature
Date 18/10/2021

For The Company:

Raj Shah
CEO
Coherent Market Insights

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SKY FLOOR INFRATECH

NASHIK BUSINESS PARK

CHAKANKAR GROUP

OFFICE ADD :106/107, Sai Square,
Matoshri Nagar, Mumbai Naka,
SITE :Nashik Business Park
Near Hotel Saheba,Mumbai Naka
nashikbusinesspark@gmail.com
9607972775 / 9607972776

Appointment Letter

Saurabh Mali

Santkrupa,Plot No.28,

Opp. Bhudevi Row Houses,

Shramiknagar, Satpur,

Nashik.

Dear Saurabh Mali,

We are pleased to offer you employment at **SKY FLOOR INFRATECH.** We feel that your skills and background will be valuable assets to our team.

As per our discussion, the position is **ADMINISTRATIVE OFFICER**. Your starting date will be **25 JUN 2019**.

Congratulations on your appointment and welcome to **SKY FLOOR INFRATECH .** We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,

SANTOSH CHAKANKAR

Managing Director

Skyfloor Infratech

D.Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SHREE SAI ENTERPRISES

Mob : 9881509999
9970619990

New Market Yard, Shop No. 9, Shirur Dist. Pune - 412 210

Email :- shreesai7899@gmail.com

Ref. No

Date / /20

EXPERIENCE – CERTIFICATE

TO WHOM SO EVER IT MAY CONCERN

It is to certify that Mr. Sagar Balu Dongare S/O Mr.Balu Dongare was working as employee with us M/s Shree Sai Enterprises., Wheels India Pvt Ltd. As SITE SUPERVISOR from period 23rd Sep 2020 to Till Date as per the firm's employment record.

During her employment Mr.Sagar Balu Dongare has perused knowledge & experience in field of Employee Handling, etc. from our organisation.

During her employment we found her to be Professional, knowledgeable and result oriented with theoretical & practical understanding of work requirements.

He has a friendly & having good sense of humour and works well as individual or member of a team as required by management.

Overall Mr.Sagar Balu Dongare performed her duties and responsibilities cheerfully with attention to detail at all times. With her enthusiasm to work, learn and progress, I am certain that she would make a great employee to any enterprise.

Please feel free to contact us if you have specific questions regarding her employment.

FOR SHREE SAI ENTERPRISES

For Shree Sai Enterprises

Proprietor

PLACE SHIRUR

DATED 15/06/2021

AJIT T PAWAR
PROPRIETOR
M No 9503526777

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Scanned with CamScanner

708 / 709, Bhaweshar Arcade NX,
Opp Shreyash Cinema,
LBS Marg, Ghatkopar (W)
Mumbai – 400 086
Tel – 022 42975100

8th June 2021

Offer Letter

Dear Pallavi Bhagwan Girhe

Congratulations from Talent Corner HR Services Pvt Ltd.,

We are pleased to inform that you have been selected to work for online summer internship under project title **Finance Survey start 07/06/2021 for period of 60 Days**

You are assigned with team leader **Ms. Foram Parekh** who will be help you and guide you for your internship program, We had also created WhatsApp Group for faster communication and solution during the project period. In case if you have any issue which in not resolved you can reach to **Ms. Foram on 9619295475** or you can call me at any time

On completion of your project, you need to submit your project reports to us in soft copy at anjani@tcmail.co.in and on receipt of the same will mail you your soft copy of certificate and LOR through email. In case if anyone is looking for hard copy then he / she need to submit their hard copy of project report at our office – Address mention above

Please note we don't pay any stipend for your internship.

D. Y. Patil Institute of Master of Computer Application Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

For Talent Corner HR Services Pvt Ltd.

Bankim Doshi
Contact No.: 9821014796

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

708 / 709, Bhaweshar Arcade NX,
Opp Shreyash Cinema,
LBS Marg, Ghatkopar (W)
Mumbai – 400 086
Tel – 022 42975100

20th June 2021

Offer Letter

Dear Jadhav Prajakta Sayaji

Congratulations from Talent Corner HR Services Pvt Ltd.,

We are pleased to inform that you have been selected to work for online summer internship under project title **HR Survey start 09/06/2021 for** period of **45 Days**

You are assigned with team leader **Ms. Joanna Chettiar** who will be help you and guide you for your internship program, We had also created WhatsApp Group for faster communication and solution during the project period. In case if you have any issue which in not resolved you can reach to **Ms. Foram on 9619295475** or you can call me at any time

On completion of your project, you need to submit your project reports to us in soft copy at anjani@tcmail.co.in and on receipt of the same will mail you your soft copy of certificate and LOR through email. In case if anyone is looking for hard copy then he / she need to submit their hard copy of project report at our office – Address mention above

Please note we don't pay any stipend for your internship.

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

For Talent Corner HR Services Pvt Ltd.

Bankim Doshi
Contact No.: 9821014796

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Pradeep Vishnu Kurund**
Designation	**Management 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 #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
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	47,628	5,79,430

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

*** 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.

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	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nivati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicaline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Pradeep Vishnu Kurund
Designation	Management 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 #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
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	47,628	5,79,430

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

*** 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.

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	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

TCS Confidential
TCSL/DT20218782969

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 Xperience Centres
Annexure 3: Confidentiality and IP Terms

D. Y. Patil Institute of Master of Computer Applications & Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyan Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune-411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20218782969/Pune
Date: 12/01/2022

Mr. Pradeep Vishnu Kurund
Sr No 294/2b Nimbalkar Nagar,
Nimbalkar Nagar, Lohegoan,
Pune-411047,
Maharashtra.
Tel# 91-8600146030

Dear Pradeep Vishnu Kurund,

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.

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7307 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicedline: 1800 209 3111 Email: careers@tcs.com

708 / 709, Bhaweshar Arcade NX,
Opp Shreyash Cinema,
LBS Marg, Ghatkopar (W)
Mumbai – 400 086
Tel – 022 42975100

8th June 2021

Offer Letter

Dear Dnyaneshwar Karbhari Gite

Congratulations from Talent Corner HR Services Pvt Ltd.,

We are pleased to inform that you have been selected to work for online summer internship under project title **Finance Survey start 07/06/2021 for period of 60 Days**

You are assigned with team leader **Ms. Punita Nadar** who will be help you and guide you for your internship program, We had also created WhatsApp Group for faster communication and solution during the project period. In case if you have any issue which in not resolved you can reach to **Ms. Foram on 9619295475** or you can call me at any time

On completion of your project, you need to submit your project reports to us in soft copy at anjani@tcmail.co.in and on receipt of the same will mail you your soft copy of certificate and LOR through email. In case if anyone is looking for hard copy then he / she need to submit their hard copy of project report at our office – Address mention above

Please note we don't pay any stipend for your internship.

D. Y. Patil Institute of MCA & Management, Akurdi, Pune 411 044

For Talent Corner HR Services Pvt Ltd.

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Bankim Doshi
Contact No.: 9821014796

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

iFORTIS
CORPORATE

Corporate Office: No.8 ,Gejj Bessety Lane ,Bangalore ,India – 560053
Contact: info@ifortiscorporate.com | www.ifortiscorporate.com

TRAINEESHIP OFFER LETTER

9th Jun 2021

Dear Gangotri samsher ,

With reference to your application and subsequent discussions, we have pleasure in offering you traineeship in our organization as Marketing Intern

During this training probation period you are required to undertake all duties and activities as assigned to **Parul Trivedi** to whom you will be reporting

You'll be representing our organization and functioning based on our requirements. You'll be provided with number of opportunities to exhibit your leadership and managerial skills. At the end of the term, based on your performance you'll receive a certificate describing your achievements and active participation.

During the period of traineeship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer, 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 internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information. Your appointment will be governed by the terms and conditions presented in the **Agreement**.

Best Regards,

Corporate-HR,
info@ifortiscorporate.com

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

IFORTIS
CORPORATE

Corporate Office:No.8 ,Gejj Bessety Lane ,Bangalore ,India – 560053
Contact: info@ifortiscorporate.com | www.ifortiscorporate.com

Re: Marketing Intern Agreement

As discussed, we look forward to retaining you as a trainee of IFORTIS CORPORATE., ("IFORTIS CORPORATE" or the "Company"), to provide certain services to IFORTIS CORPORATE pursuant to the terms of this letter agreement (this "Agreement"). For good and valuable consideration and the terms and conditions of this Agreement, the sufficiency of which is hereby acknowledged, you and IFORTIS CORPORATE hereby agree as follows:

1. Services, Term and Compensation.

a) **Services.** You agree to render certain services to IFORTIS CORPORATE as specified herein (collectively, the "**Services**") during the term of this Agreement. The Services will include:

(i) Generating publicity and interest for IFORTIS CORPORATE on Facebook, Instagram and website and (collectively, "**Social Media Accounts**"), or such other Social Media Accounts as may be agreed to in writing by you and IFORTIS CORPORATE; and (ii) Performing such other duties as may be mutually agreed upon in writing by you and IFORTIS CORPORATE. The manner and means by which you choose to perform the Services shall be in your discretion and control. In performing the Services, you agree to exercise the highest degree of professionalism and shall take no action that would be reasonably expected to adversely affect the reputation, trademarks or service-marks of IFORTIS CORPORATE, and shall utilize your independent judgment, expertise and creative talents. You agree not to delegate or sub-contract the performance of the Services to any other person or entity, unless expressly authorized by the Company in writing to do so. You agree not to enter into any contract or commitment or make any binding representations or warranties on behalf of the Company, or purport to have authority to do so, unless specifically authorized in writing by a duly authorized officer of the Company. In performing the Services, you shall use your own equipment and materials; provided, however, that from time to time, IFORTIS CORPORATE may make certain resources available to you as necessary for the performance of the Services.

b) **Term.** The term of this Agreement shall commence on the date listed at the top of this Agreement (titled, START DATE) and will continue for a **period of 1 months** (the "**Training Period**"). Either you or IFORTISCORPORATE may terminate this Agreement at any time upon seven (7) working days' advance written notice to the other party, and to terminate the training Period immediately upon material breach of any obligations hereunder by the other party. The Company shall have no obligation to pay any further fees or amounts to you after the termination of the training Period, except fees (is applicable) for Services rendered through the date of such termination. This training Period can be extended based on your performance, the Company's plansand your interest in continuing your role. **If you leave the position before 1 months, you will be required to find a suitable replacement, as determined by the Company, to take your place. Without doing so, you will not be eligible to receive your Certificate of Internship/Participation/Excellence or Letter of Recommendation.**

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimrale

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

IFORTIS
CORPORATE

Corporate Office: No.8 ,Gejj Bessety Lane ,Bangalore ,India – 560053
Contact: info@ifortiscorporate.com | www.ifortiscorporate.com

C) Independent Contractor Relationship. Both you and IFORTIS CORPORATE agree that your relationship with IFORTIS CORPORATE will be that of an independent contractor. Nothing in this Agreement shall be construed to create a partnership, joint venture, or employer-employee relationship, or any relationship other than as an independent contractor. As such, you shall not be entitled to participate in any employee benefit plan or receive any benefit available to employees of the Company, including insurance, worker's compensation, retirement, paid time off and vacation benefits.

2. Proprietary Information Agreement; Confidentiality. Any content, idea, or process you create for IFORTIS CORPORATE which is solely or jointly conceived, made, reduced to practice, or learned by you in the course of any Services performed for the Company is considered the Company's work product ("**Company Work Product**"). You hereby assign to the Company all right, title, and interest in and to Company Work Product and all applicable intellectual property rights related to Company Work Product, including without limitation, copyrights, trademarks, trade secrets, patents, moral rights, contract, and licensing rights (the "**Proprietary Rights**"). In addition, you hereby agree that during the term of this Agreement and thereafter that you will take all steps reasonably necessary to hold the Company's Proprietary Information (defined below) in trust and confidence, will not use Proprietary Information in any manner or for any purpose not expressly set forth in this Agreement, and will not disclose any such Proprietary Information to any third party without first obtaining the Company's express written consent on a case-by case basis.

3. Assignment. This Agreement may not be assigned by you without IFORTIS CORPORATE's express written consent. Any attempted assignment in violation of this provision will be null and void.

4. Dispute Resolution. Any claim, dispute, or controversy of whatever nature arising out of or relating to this Agreement, including, without limitation, any action or claim based on contract (including any claims of breach), tort, or statute, or concerning the interpretation, effect, termination, validity, making, or performance of this Agreement, shall be resolved by final, binding, and confidential arbitration before a single arbitrator selected through the then existing rules and procedures as set by IFORTIS CORPORATE.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

iFORTIS
CORPORATE

Corporate Office: No.8 ,Gejj Bessety Lane ,Bangalore ,India – 560053
Contact: info@ifortiscorporate.com | www.ifortiscorporate.com

5. Confidentiality. You agree to keep the terms of this Agreement strictly confidential, except for disclosure in confidence to your professional advisers under duty of confidentiality, and as may be required by applicable law.

6. Miscellaneous. This Agreement, together with Exhibit A, represents the entire agreement between the parties regarding the subject matter hereof, and supersedes any other agreement oral or written with respect to such subject matter. This Agreement may only be modified or amended by a written agreement signed by both parties. If any provision of this Agreement is determined to be invalid or unenforceable, in whole or in part, such determination shall not affect any other provision of this Agreement and the provision in question shall be modified so as to be rendered enforceable in a manner consistent with the intent of the parties insofar as possible under applicable law. This Agreement shall be construed and enforced in accordance with the laws without regard to conflicts of law principles. Any ambiguity in this Agreement shall not beconstrued against either party as the drafter. Any waiver of a breach of this Agreement, or rights hereunder, shall be in writing and shall not be deemed to be a waiver of any successive breach or rights hereunder.

We hope that your association with the Company will be successful and rewarding. If you wish to accept this Agreement under the terms described above, please sign and date it below and return a copy of the signed agreement to me. Please do not hesitate to contact us if you have any questions.

Understood and Accepted By:

Signature:

Name: Gangotri Yuvraj Samsher

Date: 09/06/2021

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

[THIS SECTION INTENTIONALLY LEFT BLANK. EXHIBIT A TO FOLLOW]

IFORTIS
CORPORATE

Corporate Office No.8 ,Gejj Bessety Lane ,Bangalore ,India – 560053
Contact: info@ifortiscorporate.com | www.ifortiscorporate.com

Exhibit A

Benefits:

Traineeship Program We provide practical training and experience that will help you in the fields of marketing, communication, branding, HR and entrepreneurship

Certificate/Letter of Recommendation If you do the bare minimum; you'll get Traineeship Completion Certificate. However, if you go above and beyond, and really put in the effort needed to succeed in this role, we will reward you with a Certificate of Excellence. These certificates will have all of your accomplishments listed on them so that you have a track record of your performance. Who knows, we might just offer you a full-time job on our team!

Exclusive events You will be invited to attend networking events, virtual parties to get closer to the IFORTIS CORPORATE community from different places virtually. This is a great opportunity to expand your network, have a bit of fun, and share interesting stories and ideas.

Professional Certification Course You will be nominated for the internationally recognized professional course on Entrepreneurship based on your performance .

Promotion/Employment Offer You may also have an opportunity to apply for a full-time position. Chance to work on a diverse range of exciting projects.

[THIS SECTION INTENTIONALLY LEFT BLANK. END OF EXHIBIT A]

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimrola

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Date: 20-5-2021

Mr. Akshay laxman Patil,

Subject: Letter of appointment for Graphic Designer Specialist.

Dear Akshay laxman Patil,

We Congratulate and welcome you to the **Edera Family!!!**

With reference to your application and subsequent interviews you had with us, we are pleased to inform you that you are hereby appointed as Graphic Designer Specialist in EDERA PVT LTD. to be based at Pune HQ as per terms and conditions discussed and agreed upon as under:

- Date of Joining: 21-5-2021
- Contract Period: 6 Months

1. The salary for this position is unpaid for 6 months but if your performance is good then we will hire you on our payroll.
2. Your job function and responsibilities as Graphic Designer Specialist are under preparation and shall be issued on due course.

- **You will be placed on probation for a period of three months and the said period can be extended based on your performance and confirmation review.**
- **During probation or confirmation, the notice period for termination/resignation will be 30 days from either side.**
- **After successful completion of probation, you will be confirmed in writing as a permanent employee at the company.**
- **In the event that you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the management will treat you as having voluntarily abandoned the services of the company**
- **You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and other promulgated by the management in relation to conduct, discipline and policy matters,**
- **While you are in employment of the company, you may be given or handed over company's property and/or equipment's for official use and you shall take care of them including their upkeep.**

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

- **You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.**

- **You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.**

- **You will be entitled to leave, holidays and other service benefits as per the rules of the company as amended from time to time. After confirmation you will be entitled to leave, holidays and other service benefits as per the rules of the management.**

- **Under the Sexual Harassment Prevention Act. 2013, sexual harassment is considered as misconduct. The consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.**

- **You shall retire on the attainment of 58 years unless specially required but the company in writing to continue in service beyond this age.**

- **It is understood that this employment is being offered to you on the basis of the particulars submitted by you with the company at the time recruitment process. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.**

You are requested to return the enclosed copy duly signed as token of your acceptance of the terms and conditions of your employment.

We believe in our employees and we appreciate their loyalty and commitment towards their work and organization, every employee in EDERA PVT LTD. Can look forward to a period professional working environment, with clear focus on performance

We wish you all the very best and hope that this will be the beginning of a long and successful career with us.

Yours Faithfully
EDERA PVT. LTD.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Signature:

Director

Name: Akshay laxman Patil
Date: 20-5-2021
Location: Pune

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

HR Department

SHRIRAM
Life Insurance
YOUR PARTNER FOR PROSPERITY
Sanlam

Kanawade Nikhil
D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi

Greetings from SLIC DSO Channel Team!

Congratulations! We are pleased to offer you an internship opportunity for making this lock-down a gracious period of learning and self-development.

The position of **"Intern "**at SLIC would entail the following-

Key Takeaways-

- Complete training of Insurance
- A deep insight into the world of BFSI
- Insurance- Awareness
- Digital Marketing*
- Digital Sales- Process
- Protect one life through the online sales process by selling Life Insurance policy

The aforementioned takeaways will be driven through an activity based approach which is aimed at achieving holistic skill development thereby rendering you not job ready but "**Market Ready**".

Some of the **skills** that will be nurtured properly are as stated below-

- Communication Skills
- Personality Development

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimade
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

- Presentation skills
- Body Language
- People Management skills
- A sense of Proactive approach

The program also entails a deep dive into the world of Digital Business by getting a first-hand experience in the whole process of online sales and Marketing through functions like- **" Graphic designing, Video Marketing, Ad making, Posters and so on".**

Also a surprise component of Entrepreneurship module shall also be included which encompasses activities such as- Writing Business plans, Company Formations, Brand Building and so on.

On successful completion of the tasks as guided by the mentors, the benefits that the intern enjoys is as follows-

- **Certificate of Internship**
- Certificate of Excellence for exemplary performance
- Industry wide Recognition
- Unlimited Career Coaching/ Counseling
- Opportunities to meet and interact with the Industry Experts
- PPO

The engagement of this internship will be 60 days with reference to the terms and conditions mentioned as below-

- 100% Attendance
- **Online sales is Mandatory for Practical Implications**
- Unannounced absenteeism or incomplete work will not be well received
- Adherence and compliance to the instructions of Mentors/ Seniors
- No interns will proceed to the next phase without the completion of the previous one.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

During the touch times of COVID 19 with the economic halt, opportunities such as internships are very few and hence make the best use of this platform and give a kick start to a fast track career.

We wish you the best of luck for the next 60 days and **"Welcome on Board"**.

Kindly send out your acceptances on or before **14-06-2021.Your Joining Date 15-06-2021.**

Best Wishes

SLIC- DSO Channel Team

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

708 / 709, Bhaweshar Arcade NX,
Opp Shreyash Cinema,
LBS Marg, Ghatkopar (W)
Mumbai – 400 086
Tel – 022 42975100

8th June 2021

Offer Letter

Dear Amit Kamble,

Congratulations from Talent Corner HR Services Pvt Ltd.,

We are pleased to inform that you have been selected to work for online summer internship under project title **Business Development Executive start 05/06/2021 for period of 60 Days**

You are assigned with team leader **Ms. Punita Nadar** who will be help you and guide you for your internship program, we had also created WhatsApp Group for faster communication and solution during the project period. In case if you have any issue which in not resolved you can reach to **Ms. Foram on 9619295475** or you can call me at any time

On completion of your project, you need to submit your project reports to us in soft copy at anjani@tcmail.co.in and on receipt of the same will mail you your soft copy of certificate and LOR through email. In case if anyone is looking for hard copy then he / she need to submit their hard copy of project report at our office – Address mention above

Please note we don't pay any stipend for your internship.

For Talent Corner HR Services Pvt Ltd.

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Bankim Doshi
Contact No.: 9821014796

708 / 709, Bhaweshar Arcade NX,
Opp Shreyash Cinema,
LBS Marg, Ghatkopar (W)
Mumbai – 400 086
Tel :- 022 42975100

8th June 2021

Offer Letter

Dear Yogesh Bhutkar,

Congratulations from Talent Corner HR Services Pvt Ltd.,

We are pleased to inform that you have been selected to work for online summer internship under project title **Business Development Executive start 09/06/2021 for period of 45 Days**

You are assigned with team leader **Ms. Punita Nadar** who will be help you and guide you for your internship program, we had also created WhatsApp Group for faster communication and solution during the project period. In case if you have any issue which in not resolved you can reach to **Ms. Foram on 9619295475** or you can call me at any time

On completion of your project, you need to submit your project reports to us in soft copy at anjani@tcmail.co.in and on receipt of the same will mail you your soft copy of certificate and LOR through email. In case if anyone is looking for hard copy then he / she need to submit their hard copy of project report at our office – Address mention above

Please note we don't pay any stipend for your internship.

For Talent Corner HR Services Pvt Ltd.

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Bankim Doshi
Contact No.: 9821014796

SHRIRAM
Life Insurance
YOUR PARTNER FOR PROSPERITY
Sanlam

Yograj Dhote
D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi

Greetings from SLIC DSO Channel Team!

Congratulations! We are pleased to offer you an internship opportunity for making this lock-down a gracious period of learning and self-development.

The position of "**Intern** "at SLIC would entail the following-

Key Takeaways-

- Complete training of Insurance
- A deep insight into the world of BFSI
- Insurance- Awareness
- Digital Marketing*
- Digital Sales- Process
- Protect one life through the online sales process by selling Life Insurance policy

The aforementioned takeaways will be driven through an activity based approach which is aimed at achieving holistic skill development thereby rendering you not job ready but "**Market Ready**".

Some of the **skills** that will be nurtured properly are as stated below-

- Communication Skills
- Personality Development

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

- Presentation skills
- Body Language
- People Management skills
- A sense of Proactive approach

The program also entails a deep dive into the world of Digital Business by getting a first-hand experience in the whole process of online sales and Marketing through functions like- " **Graphic designing, Video Marketing, Ad making, Posters and so on".**

Also a surprise component of Entrepreneurship module shall also be included which encompasses activities such as- Writing Business plans, Company Formations, Brand Building and so on.

On successful completion of the tasks as guided by the mentors, the benefits that the intern enjoys is as follows-

- **Certificate of Internship**
- Certificate of Excellence for exemplary performance
- Industry wide Recognition
- Unlimited Career Coaching/ Counseling
- Opportunities to meet and interact with the Industry Experts
- PPO

The engagement of this internship will be 60 days with reference to the terms and conditions mentioned as below-

- 100% Attendance
- **Online sales is Mandatory for Practical Implications**
- Unannounced absenteeism or incomplete work will not be well received
- Adherence and compliance to the instructions of Mentors/ Seniors
- No interns will proceed to the next phase without the completion of the previous one

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

During the touch times of COVID 19 with the economic halt, opportunities such as internships are very few and hence make the best use of this platform and give a kick start to a fast track career.

We wish you the best of luck for the next 60 days and **"Welcome on Board"**.

Kindly send out your acceptances on or before **14-06-2021.Your Joining Date 15-06-2021.**

Best Wishes

SLIC- DSO Channel Team

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

27/06/2022

TO, pr of Sarah Disouza

TPO MBA Dep

subject- I am going for off campus Belew of my own Business.

Respected mam,

This is to inform you that I am not interested in campus placement Belgw of my own business

Here I am not in campus placemt.

Regards

Aniket s Visave

C2022 ~~C2019~~ Batch MBA

Roll NO 81

add this

shop Act licence

Udyam adhar of Business

D.Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management

Akurdi, Pune-411 044

भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER: UDYAM-MH-26-0190643

NAME OF ENTERPRISE: THE NESTING BOX

TYPE OF ENTERPRISE *

SNo.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	29/05/2023
2	2022-23	Micro	26/06/2022
3	2021-22	Micro	05/12/2021

MAJOR ACTIVITY: MANUFACTURING

SOCIAL CATEGORY OF ENTREPRENEUR: SC

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	Gat no 44/2padali kabadwadi junnar

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	Gat no 44/2	Name of Premises/ Building	padali
Village/Town	kabadwadi	Block	junnar
Road/Street/Lane	junnar	City	junnar
State	MAHARASHTRA	District	PUNE , Pin 410502
Mobile	9766484499	Email:	office.pb@yahoo.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE: 01/12/2021

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS: 01/12/2021

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	01 - Crop and animal production, hunting and related service activities	0146 - Raising of poultry	01463 - Operation of poultry hatcheries	Manufacturing
2	46 - Wholesale trade, except of motor vehicles and motorcycles	4620 - Wholesale of agricultural raw materials and live animals	46203 - Wholesale of live animals and poultry	Trading

D. Y. Patil Institute of MCA And Management, Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

DATE OF UDYAM REGISTRATION 05/12/2021

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from https://udyamregistration.gov.in & Date of printing:- 04/07/2023

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)
2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.[illegible].in

Follow us @minmsme & @m[illegible]

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

Udyam Registration Number : UDYAM-MH-26-0190643

Type of Enterprise	MICRO	**Major Activity**	Manufacturing
Type of Organisation	Proprietary	**Name of Enterprise**	The Nesting Box
Owner Name	SHRI ANIKET SUBHASH VISAVE	**PAN**	BFMPV7870K
Do you have GSTIN	No	**Mobile No.**	9766484499
Email Id	office.pb@yahoo.com	**Social Category**	SC
Gender	Male	**Specially Abled(DIVYANG)**	No
Date of Incorporation	01/12/2021	**Date of Commencement of Production/Business**	01/12/2021

Bank Details

Bank Name	IFS Code	Bank Account Number
canara bank	CNRB0000274	110025114621

Employment Details

Male	Female	Other	Total
5	0	0	5

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value (WDV)	Exclusion of cost of Pollution Control, Research & Development and Industrial Safety Devices	Net Investment in Plant and Machinery OR Equipment[(A)-(B)]	Total Turnover (A)	Export Turnover (B)	Net Turnover [(A)-(B)]	Is ITR Filled?	ITR Type
1	2021-22	Micro	0.00	0.00	0.00	0.00	0.00	0.00	No	NA
2	2020-21	Micro	80000.00	80000.00	0.00	0.00	0.00	0.00	No	NA
3	2019-20	Micro	0.00	0.00	0.00	0.00	0.00	0.00	No	NA

Unit(s) Details

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

SN	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	Gat no 44/2padali kabadwadi junnar	Gat No 44/2	Padali	kabadwadi	junnar	junnar	junnar	410502	MAHARASHTRA	PUNE

Official address of Enterprise

Flat/Door/Block No.	Gat no 44/2	**Name of Premises/ Building**	padali
Village/Town	kabadwadi	**Block**	junnar
Road/Street/Lane	junnar	**City**	junnar
State	MAHARASHTRA	**District**	PUNE , **Pin :** 410502
Mobile	9766484499	**Email:**	office.pb@yahoo.com
Latitude		**Longitude:**	

National Industry Classification Code(S)

SNo.	Nic 2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
1	01 - Crop and animal production, hunting and related service activities	0146 - Raising of poultry	01463 - Operation of poultry hatcheries	Manufacturing
2	46 - Wholesale trade, except of motor vehicles and motorcycles	4620 - Wholesale of agricultural raw materials and live animals	46203 - Wholesale of live animals and poultry	Trading

Are you interested to get registered on Government e-Market (GeM) Portal	Yes
Are you interested to get registered on TReDS Portals(one or more)	No
Are you interested to get registered on National Career Service(NCS) Portal	N/A
Are you interested to get registered on NSIC B2B Portal	N/A
Are you interested in availing Free .IN Domain and a business email ID	N/A
District Industries Centre	PUNE (MAHARASHTRA)
MSME-[illegible]O	MUMBAI (MAHARASHTRA)
Date of Udyam Registration	05/12/2021
Date of Printing	04/07/2023

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	105060902403			Photo
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक				
Division / विभाग	Pune			
District / जिल्हा:	Pune			
Office Name	Shop Inspector Office, Junnar, Address- Municipal Council Building, Junnar, District-Pune			
Name of the establishment / आस्थापनेचे नाव	THE NESTING BOX द नेस्टींग बॉक्स			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	JUNNAR, PADALI, KABADWADI, JUNNAR (M CL) , JUNNAR, PUNE, 410502		जुन्नर,पाडळी,कबाडवाडी,जुन्नर (एम क्ल),जुन्नर,पुणे,410502	
Mobile / मोबाईल क्र.	8421858590			
Email-Id / ई - मेल आय डी	aniketvisave9@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	16/05/2024			
Nature of Business / व्यवसायाचे स्वरुप	POULTRY FARM		पोल्ट्री फार्म	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	6	0	0	6
Name of the Employer / मालकाचे नाव	ANIKET SUBHASH VISAVE		अनिकेत सुभाष विसावे	
Resident Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	JUNNAR,PADALI,KABADWADI,JUNNAR (M CL),JUNNAR,PUNE,410502		जुन्नर, पाडळी, कबाडवाडी, जुन्नर (एम क्ल),जुन्नर, पुणे, 410502	
Residence / वास्तव्य	1996			
Status / Designation	PROPRIETOR			
Mobile No	8421858590			
E-mail ID	aniketvisave9@gmail.com			
Aadhar No	542671480266			
Name of Manager / व्यवस्थापकाचे नाव				
Resident Address of Manager / व्यवस्थापकाचा निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				
Category of Establishment / आस्थापनेचे वर्गवारी	Establishment (आस्थापना)			

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Category of Establishment Type / आस्थापना प्रवर्गवारी	POULTRY FARM
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील व्यक्तींची नावे	NO नाही

Men / पुरुष	Women / स्त्रिया	Transgender / इतर
0	0	0

Self Declaration / स्वयंघोषणापत्र

I ANIKET SUBHASH VISAVE, hereby solemnly affirm and state that the business which I ANIKET SUBHASH VISAVE have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I ANIKET SUBHASH VISAVE, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or Competent Authority.

I ANIKET SUBHASH VISAVE, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge information and belief. I ANIKET SUBHASH VISAVE, am/are fully aware about the consequences of giving false information. If the information is found to be false, I ANIKET SUBHASH VISAVE, shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I ANIKET SUBHASH VISAVE, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I ANIKET SUBHASH VISAVE, shall be responsible and liable for legal action if the business is conducted without proper licence, permission from the appropriate Authority. I/We submit and declare that I ANIKET SUBHASH VISAVE, will not undertake any illegal activity or any business prohibited in law in force in India.

I ANIKET SUBHASH VISAVE, declare that the place of business is not located in any area wherein commencing / running of such business is restricted by any law or order of any Competent Authority.

I ANIKET SUBHASH VISAVE, hereby declare that the copies attested by me are true copies of original documents. I ANIKET SUBHASH VISAVE, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I ANIKET SUBHASH VISAVE, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी अनिकेत सुभाष विसावे, याद्वारे शपथेपूर्वक दृढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेला नाही आणि मी अनिकेत सुभाष विसावे ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा किंवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी अनिकेत सुभाष विसावे, याद्वारे असे घोषित करतो/करते की, वर अर्जामध्ये नमूद केलेली माहिती, माझ्या/आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी अनिकेत सुभाष विसावे भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेस पात्र राहीन.

मी अनिकेत सुभाष विसावे, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकाऱ्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी अनिकेत सुभाष विसावे, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करीत असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार राहू.

मी अनिकेत सुभाष विसावे, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी अनिकेत सुभाष विसावे, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा कोणत्याही सक्षम प्राधिकाऱ्याद्वारे किंवा कोणत्याही क्षेत्रामध्ये मनाई/निर्बंध लागू असलेले व्यवसायाचे ठिकाण स्थित नाही.

मी अनिकेत सुभाष विसावे, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षांकित दस्तऐवजाच्या प्रती या मूळ दस्तऐवजाच्या सत्यप्रती आहेत. या व्यतिरिक्त भारतीय दंड संहिता (1860 चा 45) अन्वये / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी मी अनिकेत सुभाष विसावे पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.

मी अनिकेत सुभाष विसावे, महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) अधिनियम, 2017 (2017 चा 61) व त्याअंतर्गत तयार केलेल्या नियमांनुसार सक्षम प्राधिकारी यांच्याकडून निर्गमित करण्यात आलेले आदेश यांचे पूर्णतः पालन करण्याची हमी देतो/देते.

K.N. Bhoite
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA & Management
Akurdi, Pune

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Proprietorship in Munna Salon

1 message

Anish Shaikh <anishshaikh7200@gmail.com> Fri, Dec 23, 2022 at 3:16 PM
To: placements_mba@dypimca.ac.in

Respected Ma'am,

Greetings of the day!

I Anish Akram Shaikh, from Dy Patil of MBA DIV A Roll no.11, would like to inform you that I am currently a proprietor of my own salon and would like to drop out off the employment scheme.

Thank you.

Regards,
Anish Akram Shaikh
Symba
Roll no.11

Munna Unisex Slaon Udyam Registration Certificate.pdf
389K

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

MSME
सूक्ष्म, लघु एवं मध्यम उद्यम
MICRO, SMALL & MEDIUM ENTERPRISES

UDYAM
REGISTRATION CERTIFICATE



UDYAM REGISTRATION NUMBER	UDYAM-MH-26-0294184
NAME OF ENTERPRISE	MUNNA UNISEX SALON AND SPA
TYPE OF ENTERPRISE *	MICRO (Based on FY 2020-21)
MAJOR ACTIVITY	SERVICES
SOCIAL CATEGORY OF ENTREPRENEUR	GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	MUNNA UNISEX SALON AND SPA

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	FLAT 1 EXTH	Name of Premises/ Building	BLDG NO 4, VASTU UDYOG COLONY
Village/Town	GROUND FLOOR	Block	PIMPRI
Road/Street/Lane	AJMERA ROAD, PIMPRI	City	PIMPRI
State	MAHARASHTRA	District	PUNE , Pin 411018
Mobile	8378806243	Email:	anilshaikh7280@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	20/10/2020
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS	20/10/2020

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	96 - Other personal service activities	9602 - Hairdressing and other beauty treatment (This class includes hair washing, trimming and cutting, setting, dyeing, tinting, waving, straightening and similar activities for men and omen,shaving and beard trimming, facial massage, manicure and pedicure, makeup etc.)	96020 - Hairdressing and other beauty treatment	Services

DATE OF UDYAM REGISTRATION	27/07/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from https://udyamregistration.gov.in & Date of printing.- 27/07/2022

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)
2. MSME-DFO: MUMBAI (MAHARASHTRA)

D.Y. Patil Institute of Master of Computer Applications and Management, Akurdi, Pune 411 044

K.Nimrod

DIRECTOR
D.Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

BE A CHAMPION with the Ministry of MSME

भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

Udyam Registration Number : UDYAM-MH-26-0294184

Type of Enterprise	MICRO	**Major Activity**	Services
Type of Organisation	Proprietary	**Name of Enterprise**	MUNNA UNISEX SALON AND SPA
Owner Name	SHRI ANISH AKRAM SHAIKH	**PAN**	JDOPS8251P
Do you have GSTIN	No	**Mobile No.**	8378806243
Email Id	anishshaikh7200@gmail.com	**Social Category**	General
Gender	Male	**Specially Abled(DIVYANG)**	No
Date of Incorporation	20/10/2020	**Date of Commencement of Production/Business**	20/10/2020

Bank Details

Bank Name	IFS Code	Bank Account Number
STATE BANK OF INDIA	SBIN0016846	20379449489

Employment Details

Male	Female	Other	Total
2	0	0	2

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value (WDV)	Exclusion of cost of Pollution Control, Research & Development and Industrial Safety Devices	Net Investment in Plant and Machinery OR Equipment[(A)-(B)]	Total Turnover (A)	Export Turnover (B)	Net Turnover [(A)-(B)]	Is ITR Filled?	ITR Type
1	2020-21	Micro	0.00	0.00	0.00	200000.00	0.00	200000.00	No	NA

Unit(s) Details

SN	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	MUNNA UNISEX SALON AND SPA	FLAT 1 EXTH	BLDG NO 4, VASTU UDYOG COLONY	GROUND FLOOR	PIMPRI	AJMERA ROAD, PIMPRI	PUNE	411018	MAHARASHTRA	PUNE

Official address of Enterprise

Flat/Door/Block No.	FLAT 1 EXTH	**Name of Premises/ Building**	BLDG NO 4, VASTU UDYOG COLONY
Village/Town	GROUND FLOOR	**Block**	PIMPRI
Road/Street/Lane	AJMERA ROAD, PIMPRI	**City**	PIMPRI
State	MAHARASHTRA	**District**	PUNE , **Pin :** 411018
Mobile	8378806243	**Email:**	anishshaikh7200@gmail.com

National Industry Classification Code(S)

SNo.	Nic 2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
1	96 - Other personal service activities	9602 - Hairdressing and other beauty treatment (This class includes hair washing, trimming and cutting, setting, dyeing, tinting, waving, straightening and similar activities for men and omen,shaving and beard trimming, facial massage, manicure and pedicure, makeup etc.)	96020 - Hairdressing and other beauty treatment	Services

Are you interested to get registered on Government e-Market (GEM) Portal	No
Are you interested to get registered on TReDS Portals(one or more)	No
Are you interested to get registered on National Career Service (NCS) Portal	No
District Industries Centre	PUNE (MAHARASHTRA)
MSME-DFO	MUMBAI (MAHARASHTRA)

DIRECTOR
D.Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

To,

Training and placement head,

M.B.A department

Subject :- Not Interested in Placement.

Respect Madam,

I Mr. Jainam Adesh Bora from D.Y. Patil Institute of Master of computer applications and Management, Akurdi.

As we have our own family business and as well as farming so im not interested in the campus placement. I have attached My Parents Gst no. with the application.

Yours Truely /Sincerely,
Jainam Bora,
Batch :- 2020-22
Roll no :- 29
Div :- A

D.Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K. Nanda
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

सत्यमेव जयते

GSTIN	27AARPB9270C1ZN
Legal Name	ADESH PRAKASH BORA
Trade Name, if any	ADARSH CYCLE WORLD

Details of Proprietor

1		Name	ADESH PRAKASH BORA
		Designation/Status	PROPRIETOR
		Resident of State	Maharashtra

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Reason for not attending placement drive.

1 message

Gayatri k <kathegayatri02@gmail.com> Sat, Aug 20, 2022 at 11:26 AM
To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

Respected Sir/Mam,
I Gayatri Bhagwan Kathe of MBA-II-A had not attempted any placement drive by our college as I am into start up business i.e. MANASVI TECH SOLUTIONS with my brother.
Our company is registered on my brother's name Om Bhagwan Kathe. We are into IT sector. Attached are the registration documents.
Thanks & Regards

2 attachments

OM2.pdf
189K

OM1.pdf
291K

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION



Application ID	103627502203			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2220600316355779			
Division / विभाग	Nashik			
District / जिल्हा:	Nashik			
Office Name	Shop Inspector Office, Nashik Road, Address-Genoji Bhavan,Near Vasco Hotel, Nashik Road, District-Nashik .			
Name of the establishment / आस्थापनेचे नाव	MANASVI TECH SOLUTIONS MANASVI TECH SOLUTIONS			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	FLAT NO 05 OM SHIV ARTI APARTMENT, NANDAN VAN COLONY, AUTE MALA, JAI BHAVANI ROAD, NASHIK ROAD , NASHIK, NASHIK, 422101	फ्लॅट नं 05 ओम शिव आरती अपार्टमेंट,नंदनवन कॉलनी,औटे मळा,जय भवानी रोड,नाशिक रोड,नाशिक,नाशिक,422101		
Mobile / भ्रमणध्वनी क्र.	7448000467			
Email-Id / ई - मेल आय डी	developer@manasvi.tech			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	01/04/2022			
Nature of Business / व्यवसायाचे स्वरूप	SOFTWARE COMPANY	SOFTWARE COMPANY		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	2	0	0	2
Name of the Employer / मालकाचे नाव	OM BHAGWAN KATHE	ओम भगवान काठे		
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	FLAT NO 5 OM SHIV ARTI APARTMENT,NANDAN VAN COLONY,JAI BHAVANI ROAD,NASHIK ROAD,NASHIK ROAD,NASHIK,NASHIK,422101	फ्लॅट नं 5 ओम शिव आरती अपार्टमेंट, नंदन वन कॉलनी, जय भवानी रोड, नाशिक रोड, नाशिक रोड,नाशिक, नाशिक, 422101		
Resident Since / वास्तव्य	20			
Status / Designation	PROPRIETOR			
Mobile No	9028889915			
E-mail ID	developer@manasvi.tech			
Aadhar No	749352310616			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.N...

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Category Of Establishment / आस्थापनेचे वर्गवारी	Establishment (आस्थापना)
Category Of Establishment Type / आस्थापनेचे उपवर्गवारी	SOFTWARE COMPANY
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील इसमांची नावे	OM BHAGWAN KATHE ओम भगवान काठे

Men / पुरुष	Women / स्त्रिया	Transgender / इतर
1	0	0

Self Declaration / स्वयंघोषणापत्र

I OM BHAGWAN KATHE, hereby solemnly affirm and state that the business which I OM BHAGWAN KATHE have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I OM BHAGWAN KATHE, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I OM BHAGWAN KATHE, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I OM BHAGWAN KATHE, am/are fully aware about the consequences of giving false information. If the information is found to be false, I OM BHAGWAN KATHE, shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I OM BHAGWAN KATHE, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I OM BHAGWAN KATHE, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I OM BHAGWAN KATHE, will not undertake any illegal activity or any business prohibited in law in force in India.

I OM BHAGWAN KATHE, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I OM BHAGWAN KATHE, hereby declare that the copies attested by me are true copies of original documents. I OM BHAGWAN KATHE, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I OM BHAGWAN KATHE, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी ओम भगवान काठे, याद्वारे गांभीर्यपूर्वक इढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी ओम भगवान काठे ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी ओम भगवान काठे, याद्वारे असे घोषित करतो/करते की, वर अर्जामध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी ओम भगवान काठे भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहोत.

मी ओम भगवान काठे, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकाऱ्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी ओम भगवान काठे, अनुज्ञप्ती, परवानगी, परवाना ने दिला व्यवसाय करीत असलेल्या कायद्याच्या तरतुदीसाठी पात्र व जबाबदार राहू.

मी ओम भगवान काठे, असे घोषित करतो/करते की, भारतातील लागू असलेल्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी ओम भगवान काठे, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा योजनाविन्यास कोणत्याही कायदयाखाली किंवा कोणत्याही सक्षम प्राधिकाऱ्याच्या आदेशाद्वारे मनाई केलेली आहे अशा कोणत्याही ठिकाणी माझे/ आमचे व्यवसायाचे ठिकाण स्थित नाही.

मी ओम भगवान काठे, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षांकित दस्तऐवजाच्या प्रती या मूळ दस्तऐवजाच्या सत्यप्रती आहेत. या प्रती असत्य किंवा बनावट असल्याचे आढळून आल्यास भारतीय दंड संहिता (1860 चा 45) आणि / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायदयान्वये माझ्या/आमच्या विरुध्द न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी ओम भगवान काठे पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.

DIRECTOR
D.Y. Patil Institute of Master of Computer Applications and Management
Pune

आपली सेवा
आमचे कर्तव्य

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"

(नियम ९ पहा)

सूचना दिल्याबाबत पावती

अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२२२०६००३९६३५५७९
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०३६२७५०२२०३
३.	आस्थापनेचे नाव	:	MANASVI TECH SOLUTIONS MANASVI TECH SOLUTIONS
४.	कामगारांची एकूण संख्या	:	२

पुरुष	स्त्री	इतर	एकूण
२	०	०	२

५.	अ) मालकाचे नाव	:	ओम भगवान काठे OM BHAGWAN KATHE
	ब) आस्थापनेचा पत्ता	:	फ्लॅट नं ०५ ओम शिव आरती अपार्टमेंट, नंदनवन कॉलनी, औटे मळा, जय भवानी रोड, नाशिक रोड, नाशिक, नाशिक, ४२२१०१
६	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा तावा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	SOFTWARE COMPANY
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०३-०४-२०२२

ठिकाण : Nashik

कार्यालयाचा पत्ता : Shop Inspector Office, Nashik Road, Address-Gandhi Bhavan,Near Vasco Hotel, Nashik Road, Dist-Nashik .

D. Y. Patil Institute of MCA and Management Akurdi, Pune 411 044

K.Nimbalkar

DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune-411 044

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०३६२७५०२२०३	२३.६०

From
Kunal R. Gaikwad
Roll No- 32
Div- A
MBA

To,
The Training Placement officer
D.Y. Patil Institute of MCA & Management

Subject: Opting Out of Campus placement,

Respected Madam,
I am not interested college placement, because I am doing my family business.

Thank You

Kunal Rajendra Gaikwad
Roll No- 32
MBA - II
(2020-22)

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे, त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०३१०००३१४२९८५८३
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०६४०३९९२००३
३.	आस्थापनेचे नाव	:	पुण्याई सप्लायर्स PUNNYAI SUPPLIERS
४.	कामगारांची एकूण संख्या	:	०

पुरुष	स्त्री	इतर	एकूण
०	०	०	०

५.	अ) मालकाचे नाव	:	कुणाल राजेंद्र गायकवाड KUNAL RAJENDRA GAIKWAD
	ब) आस्थापनेचा पत्ता	:	प्लाट नं ४१/बी, तळेगाव चाकण रोड, -, तु तळेगाव दाभाडे (ग्रामीण), मावळ, पुणे, ४१०५
६	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	SUPPLIERS
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयं घोषणापत्र आणि स्वयं साक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २०-०८-२०२०

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Talegaon, Address- Municipal Corporation Building, Talegaon, District-Pune

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Gmail

Sarah Dsouza <placements_mba@dypimca.ac.in>

Reason for not attending placement drive .

2 messages

Omkar Shelke <omkarshelke3310@gmail.com> Tue, Nov 22, 2022 at 1:29 PM
To: "placements_mba@dypimca.ac.in" <placements_mba@dypimca.ac.in>

Respected Sir/Mam, I Omkar balasaheb Shelke of MBA-II-A had not attempted any placement drive by our college as I am into start up business i.e. Shubham rose nursery with my father.

Our company is registered on my uncle's name Sanjay haribhau Shelke. We are into Agricultural sector. Attached are the registration

documents.

Thanks & Regards

2 attachments

102632422003.pdf
290K

2031000313959416.pdf
201K

Omkar Shelke <omkarshelke3310@gmail.com> Wed, Feb 15, 2023 at 3:15 PM
To: placements_mba@dypimca.ac.in

[Quoted text hidden]

2 attachments

102632422003.pdf
290K

2031000313959416.pdf
201K

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

अर्जदाराने नमूना फ द्वारे व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०३१०००३१३९५९४१६
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०२६३२४२२००३
३.	आस्थापनेचे नाव	:	शुभम रोझ नर्सरी SHUBHAM ROSE NURSERY
४.	कामगारांची एकूण संख्या	:	५

पुरुष	स्त्री	इतर	एकूण
३	२	०	५

५.	अ) मालकाचे नाव	:	संजय हरिभाऊ शेळके SANJAY HARIBHAU SHELKE
	ब) आस्थापनेचा पत्ता	:	मु. बेडसे, पवनानगर रोड, पोस्ट. कारुंज, ता. मावळ, बेड़से, मावळ, पुणे, ४१०४०५
६	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्त्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा तावा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	AGRICULTURAL FIRM GROWING LIVE PLANT FRUIT PLANT AND LANDSCAPE PLANT AND SALE
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०७-०३-२०२०

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Lonavala, Address- Opp. Suvarnayug Bank, Lonavala, District-Pune

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०२६३२४२२००३	२३.६०

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

महाराष्ट्र कृषी व पशुसंवर्धन (तोलमापे) सेवा (वार्षिक) नियमावली २०१८

नमुना "ग"

(नियम ५ पहा)

सूचना दिल्याबाबत पावती

ऊर्जादारेने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०३१०००३१३९५९४९६
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०२६३२४२२००३
३.	आस्थापनेचे नाव	:	शुभम रोझ नर्सरी SHUBHAM ROSE NURSERY
४.	कामगारांची एकूण संख्या	:	५

पुरुष	स्त्री	इतर	एकूण
३	२	०	५

५.	अ) मालकाचे नाव	:	संजय हरिभाऊ शेळके SANJAY HARIBHAU SHELKE
	ब) आस्थापनेचा पत्ता	:	मु. बेडसे, पवनानगर रोड, पोस्ट. कारुंज, ता. मावळ, बेड़से, मावळ, पुणे, ४१०४०५
६	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा तावा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	AGRICULTURAL FIRM GROWING LIVE PLANT FRUIT PLANT AND LANDSCAPE PLANT AND SALE
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ०७-०३-२०२०

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Lonavala, Address - Opp. Suvarnayug Bank, Lonavala, District - Pune

D. Y. Patil Institute of Master of Computer Application and Management, Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०२६३२४२२००३	२३.६०

Government of India

Form GST REG-06

[See Rule 10(1)]

Registration Certificate

Registration Number : 27AMQPK1352B1Z9

1.	**Legal Name**	SAHANA HASAR KHAN			
2.	**Trade Name, if any**	M. K. INDUSTRIES			
3.	**Constitution of Business**	Proprietorship			
4.	**Address of Principal Place of Business**	SECT NO 7, PLOT NO 147A, PCNTDA, BHOSARI, Pune, Maharashtra, 411026			
5.	**Date of Liability**	01/07/2017			
6.	**Period of Validity**	From	01/07/2017	To	NA
7.	**Type of Registration**	Regular			
8.	**Particulars of Approving Authority**				

Signature

Signature Not Verified
Digitally signed by DS GOODS AND SERVICES TAX NETWORK 1
Date: 2018.07.28 23:12:31 IST

Name	
Designation	
Jurisdictional Office	
9. Date of issue of Certificate	28/07/2018

Note: The registration certificate is required to be prominently displayed at all places of business in the State.

This is a system generated digitally signed Registration Certificate issued based on the deemed approval of application on 01/07/2017 .

D. Y. Patil Institute of MCA & Management Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Annexure A

GSTIN	27AMQPK1352B1Z9
Legal Name	SAHANA HASAR KHAN
Trade Name, if any	M. K. INDUSTRIES

Details of Additional Places of Business

Total Number of Additional Places of Business in the State	0

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

सत्यमेव जयते

Annexure B

GSTIN	27AMQPK1352B1Z9
Legal Name	SAHANA HASAR KHAN
Trade Name, if any	M. K. INDUSTRIES

Details of Proprietor

1		Name	SAHANA HASAR KHAN
		Designation/Status	PROPRIETOR
		Resident of State	Maharashtra

D. Y. Patil Institute of MCA and Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

To Prof - Darak Sir
TPO - MBA DEP

Subject :- Regarding placement from college, and I have chosen family business, so we have construction business.

Respected mam,

I Dhanraj Gaikwad from the batch 2020-2022 from MBA Department, here by say that I am not intrested in College placement. & i am helping my dad in our construction business. Thank you.

Regards,
Dhanraj Gaikwad
MBA 2022.
Roll No:- 96
DV-B 2022 Batch.

Business Proof :-
Shop Act license
Adhvarya Construction

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"

(नियम ९ पहा)

सूचना दिल्याबाबत पावती

अर्जदाराने नमुना क द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपासणीसाठ या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे.

१.	पावती क्रमांक	:	[illegible]
२.	अर्जदार/मुख्य नियोक्ता/मालकी क्रमांक	:	[illegible]
३.	आस्थापनेचे नाव	:	ABHINAVYA CONSTRUCTION
४.	आस्थापनेतील एकूण संख्या	:	२

पुरुष	स्त्री	इतर	एकूण
२	०	०	२

५.	अ) मालकाचे नाव	:	KIRAN SHANKARRAO GAIKWAD
	ब) आस्थापनेचा पत्ता	:	प्लॉट नं. ३०३, श्री स्वामी समर्थ आरसीसी, गोडेज जवळ, सोनावळा, लोणावळा ग्रामीण, मावळ, पुणे, [illegible]
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबाबत कार्यालयास पाठविलेल्या सूचना पत्राची पोच म्हणून आहे. व्यवसाय अथवा आस्थापना जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व आस्थापनेच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना घेणे करण्याची संबंधी जबाबदारी मालकाची राहील. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा भाडेपट्टा यासंबंधी हक्क किंवा दावा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	CONSTRUCTION
८.	पूर्वीच्या नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेली आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १२-१२-२०२२

ठिकाण : Pune

कार्यालयाचा पत्ता : Shop Inspector Office, Lonavala, Address- Opp. Suvarnayug Bank, Lonavala, District-Pune

अर्जदार आय.डी. क्रमांक	प्रदान केलेले सेवा शुल्क (रुपये)
[illegible]	२३५/-

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K. Nirala

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Government of India

Ministry of Micro, Small and Medium Enterprises

UDYAM REGISTRATION CERTIFICATE

REGISTRATION NUMBER	UDYAM-MH-36-0363406
NAME OF ENTERPRISE	AISHWARYA CONSTRUCTION

S.No.	Date of Incorporation	Date of Commencement	Enterprise Type	Classification Date
1	2020-21	2021-22	Micro	[illegible]

MAJOR ACTIVITY	[illegible]
SOCIAL CATEGORY OF ENTREPRENEUR	GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	AISHWARYA CONSTRUCTION

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	FLAT NO. 303	Name of Premises/ Building	AISHWARYA CONSTRUCTION
Village/Town	BIBWE ALI	Block	SHANIWAR
Road/Street/Lane	MAVAL	City	LONAVALA
State	MAHARASHTRA	District	PUNE , Pin [illegible]
Mobile	9422336417	Email	shrangalwadi67@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	01/06/2017
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS	01/06/2017

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

S.No.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	41 - Construction of building	4100 - Construction of buildings	41001 - Construction of buildings carried out on own account basis or on a fee or contract basis	Manufacturing

DATE OF UDYAM REGISTRATION	06/11/2021

* In case of graduation (upgradation) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from https://udyamregistration.gov.in & Date of printing - 09/11/2022

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in | www.dcmsme.gov.in | www.champ

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

3-7-2022

To
Training and placement Head
M.B.A Department

Sub- Joining the family business

Respected Madam,

I Mr. Scham Sudhir Manki from D.Y. Patil Institute of master of computer application and management, Akurdi.

As we have our own family business of Laundry Shop. So I am not intersted in the campus placement.

Yours Sincerely
Scham Sudhir Manki
Roll No - 114
DN - B
Batch - 2020-2022

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	106385272003
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2031400314296712
Division / विभाग	Pune
District / जिल्हा:	Satara
Office Name	Office of the Assistant Commissioner of Labour,Satara, Address : Gramodhar,168,Ravivar Peth,Powainaka,Satara-415001



Name of the establishment / आस्थापनेचे नाव	PRABHAT POWER LAUNDRY प्रभात पॉवर लॉंड्री			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	288, MANGALWAR PETH, SATARA, SATARA , SATARA, SATARA, 415002		288,मंगळवार पेठ,सातारा,सातारा,सातारा,सातारा,415002	
Mobile / भ्रमणध्वनी क्र.	9970562829			
Email-Id / ई - मेल आय डी	sohammantri@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	01/01/2018			
Nature of Business / व्यवसायाचे स्वरूप	LAUNDRY		लॉंड्री	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	1	0	0	1
Name of the Employer / मालकाचे नाव	SUDHIR SURESH MANTRI		सुधीर सुरेश मंत्री	
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	19,BHAWANI PETH,RAJWADA MANGALWAR TALE ROAD,SATARA,SATARA,SATARA,415002		19, भवानी पेठ, राजवाडा मंगळवार तळे रोड, सातारा,सातारा, सातारा, 415002	
Resident Since / वास्तव्य	35			
Status / Designation	PROPRIETOR			
Mobile No	9970562829			
E-mail ID	sohammantri@gmail.com			
Aadhar No	517744234308			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No				
Category Of Establishment / आस्थापनेचे	SHOP (??????)			

D. Y. Patil Institute of MCA And Management Akurdi, Pune 411 044

K.Nanda

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

आस्थापनेचे उपवर्गवारी	
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील इसमांची नावे	NAHI नाही

Men / पुरुष	Women / स्त्रिया	Transgender / इतर
0	0	0

Self Declaration / स्वघोषणापत्र

I SUDHIR SURESH MANTRI, hereby solemnly affirm and state that the business which I SUDHIR SURESH MANTRI have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I SUDHIR SURESH MANTRI, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I SUDHIR SURESH MANTRI, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I SUDHIR SURESH MANTRI, am/are fully aware about the consequences of giving false information. If the information is found to be false, I SUDHIR SURESH MANTRI, shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SUDHIR SURESH MANTRI, have obtained necessary licenses, permissions, permit for the conduct of this business and the place business from the appropriate Authority.

I SUDHIR SURESH MANTRI, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I SUDHIR SURESH MANTRI, will not undertake any illegal activity or any business prohibited in law in force in India.

I SUDHIR SURESH MANTRI, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I SUDHIR SURESH MANTRI, hereby declare that the copies attested by me are true copies of original documents. I SUDHIR SURESH MANTRI, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for procecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SUDHIR SURESH MANTRI, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी सुधीर सुरेश मंत्री, याद्वारे गांभीर्यपूर्वक एदकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी सुधीर सुरेश मंत्री ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकाऱ्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी सुधीर सुरेश मंत्री, याद्वारे असे घोषित करतो/करते की, वर अर्जामध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक जानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी सुधीर सुरेश मंत्री भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहोत.

मी सुधीर सुरेश मंत्री, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकाऱ्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी सुधीर सुरेश मंत्री, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय केल्यास, असल्यास कायद्यानुसार कारवाईसाठी पात्र व जबाबदार राहू.

मी सुधीर सुरेश मंत्री, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी सुधीर सुरेश मंत्री, असे घोषित करतो/करते की, उक्त व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा कोणत्याही सक्षम प्राधिकाऱ्याच्या आदेशाद्वारे मनाई केली नाही. तसेच कोणत्याही सेवामध्ये माझे/ आमचे व्यवसायाचे ठिकाण स्थित नाही.

मी सुधीर सुरेश मंत्री, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षांकित दस्तऐवजाच्या प्रती या मूळ दस्तऐवजाच्या सत्यप्रती आहेत. या प्रती असत्य किंवा बनावट असल्याचे आढळून आल्यास भारतीय दंड संहिता (1860 चा 45) आणि / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायद्यान्वये माझ्या/आमच्या विरुध्द न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी सुधीर सुरेश मंत्री पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.

मी सुधीर सुरेश मंत्री, महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) अधिनियम, 2017 (2017 चा 61) व त्याअंतर्गत तयार केलेल्या नियमातील तरतुदीचे आणि सक्षम प्राधिकारी यांचेकडून निर्गमित करण्यात आलेले आदेश यांचे पूर्णत: पालन करण्याची हमी देतो/देते.

K. Mantri
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Principal
D. Y. Patil Institute of MCA And Management
Pune

SUDHIR SURESH MANTRI
Name and Signature of the Employer



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"

(नियम ९ पहा)

सूचना दिल्याबाबत पावती

अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२०३९४००३९४२९६७१२
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०६३८५२७२००३
३.	आस्थापनेचे नाव	:	प्रभात पॉवर लौंड्री PRABHAT POWER LAUNDRY
४.	कामगारांची एकूण संख्या	:	१

पुरुष	स्त्री	इतर	एकूण
१	०	०	१

५.	अ) मालकाचे नाव	:	सुधीर सुरेश मंत्री SUDHIR SURESH MANTRI
	ब) आस्थापनेचा पत्ता	:	२८८, मंगळवार पेठ, सातारा, सातारा, सातारा, सातारा, ४१५००२
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्त्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.		
७.	व्यवसायाचे स्वरुप	:	LAUNDRY
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षांकीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.
सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २०-०८-२०२०

ठिकाण : Satara

K.Nimbalkar DIRECTOR

Dr. D. Y. Patil Institute of MCA And Management Akurdi Pune

कार्यालयाचा पत्ता : Office of the Assistant Commissioner of Labour, Satara, Address Gramodhar,१६८,Ravivar Peth,Powanaka,Satara-४१५००१

Dr. D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune-411 044

अर्जाचा आय.डी. क्रमांक	* प्रदान केलेले सेवा मूल्य (रुपये)
१०६३८५२७२००३	२३.६०

To,

Date : 09/09/2022

Respected Maam.

I am working in my family business, where I manage inception of payment and monthly tracking of physical inventory

From,
Sudhanshu. V. Pathi.

Pathi
09/09/2022.

RoU. NO:- 119.

Batch - 2020-22.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

-कार्यालय-

मानोरा कृषि उत्पन्न बाजार समिती, मानोरा

एस.टि.डी - ०७२५३ जिल्हा - वाशिम फोन नंबर - २६३२५०

जा. कं. ---/२०२२-२३

दिनांक ०...../...../२०२२

06 APR 2022

-: प्रमाणपत्र :-

सचिव कृषि उत्पन्न बाजार समिती, मानोरा जि. वाशिम याजकडुन प्रमाणपत्र देण्यात येते की, श्री सुधांशु विजयकांत राठी हे बाजार समितीचे अधिकृत अडतदार लायसन धारक असुन त्यांचे लायसनची मुदत दि. ३१/०३/२०२३ पर्यंत आहे.

करीता प्रमाणपत्र दिले आहे.

सचिव
कृषी उत्पन्न बाजार समिती
मानोरा

स्थळ :- मानोरा

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

From,
VaibhavAnil kardile
RollNo:-127
Div:-B
MBA

To,
The TrainingPlacementofficer
D.Y.Patil Institute ofMCA & Management

Sub:- Opting out of Campus placement,

Respected Madam,

I am not interested college placement, because I am doing hotel business.

KardilevA
Thankyou

VaibhavAnilkardile
Roll No:-127
MBA -II
(2020-22)

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Dr D Y Patil Education Complex, Akurdi

Faculty Self -Appraisal Form
(Assistant Professor)
(A.Y. 2020-21, Semester-II and A.Y. 2021-22, Semester-I)

1.	Name of the Institute and Department	D Y Patil Institute of Master of Computer Applications and Management MBA
2.	Name of Faculty	Asst. Prof. Sarah Dsouza
3	Designation	Training & Placement Officer





DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION



Application ID	107497032203			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	22310003167 10479			
Division / विभाग	Pune			
District / जिल्हा	Pune			
Office Name	Shop Inspector Office, Shirur, Address- Municipal Council Building, Shirur, District-Pune			
Name of the establishment / आस्थापनेचे नाव	HOTEL NEW KAILAS हॉटेल न्यु कैलास			
Previous details of establishment / आस्थापनेची पूर्वीची संक्षिप्त माहिती	New Registration			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	GAT NO 1545, SARADWADI, PUNE NAGAR ROAD, SARADWADI , SHIRUR, PUNE, 412210	गाट न 1545,सरदवाडी,पुणे नगर रोड,सरदवाडी,शिरूर,पुणे,412210		
Mobile / भ्रमणध्वनी क्र.	8888561369			
Email-Id / ई - मेल आय डी	vaibhavkardile96@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	01/08/2022			
Nature of Business / व्यवसायाचे स्वरूप	PURE VEG HOTEL	प्युअर वेज हॉटेल		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात मोडते की खाजगी क्षेत्रात मोडते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	7	1	0	8
Name of the Employer / मालकाचे नाव	VAIBHAV ANIL KARDILE	वैभव अनिल कर्डिले		
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	HANUMAN MANDIR ROAD,SARADWADI,SHIRUR,SARADWADI ,SHIRUR,PUNE,412210	हनुमान मंदिर रोड, सरदवाडी, शिरूर, सरदवाडी,शिरूर, पुणे, 412210		
Resident Since / वास्तव्य	1998			
Status / Designation	PROPRIETER			
Mobile No	8888561369			
E-mail ID	vaibhavkardile96@gmail.com			
Aadhar No	658263306717			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				
Email-ID / ई - मेल आय डी				
Aadhar No	VERIFIED FROM ORIGINAL			

हॉटेल न्यु कैलास शिरूर
Kardile V.P.
प्रोप्रायटर

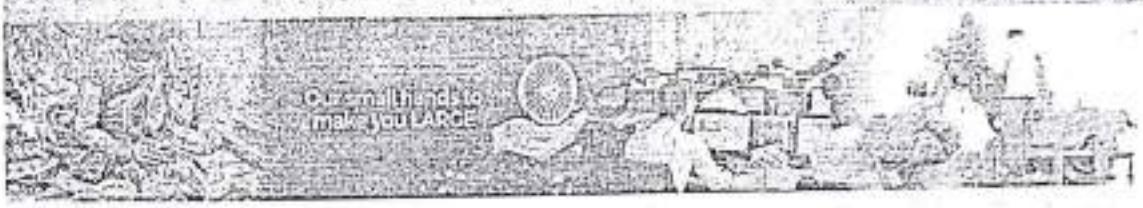
Asst. Senior Officer / Senior Officer
Jijamata Mahila Sahakari Bank Ltd.
Branch Shirur

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

Scanned with OKEN Scanner

UDYAM
REGISTRATION CERTIFICATE



UDYAM-MH-26-0297502

HOTEL NEW KAILAS

MICRO (Based on FY 2020-21)

SERVICES

GENERAL

SOCIAL CATEGORY OF ENTREPRENEUR	

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	Hotel New Kailas

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	Gat No 1545	Name of Premises/ Building	Sarade vill
Village/Town	Shirur	Block	-
Road/Street/Lane	Pune Nagar Road	City	Pune
State	MAHARASHTRA	District	PUNE , Pin 412210
Mobile	[redacted]	Email	vaibhavkarlik99@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

02/09/2022

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

01/08/2022

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	55 - Accommodation	5510 - Short term accommodation activities	55101 - Hotels and Motels, inns, resorts providing short term lodging facilities; includes accommodation in house boats	Services

DATE OF UDYAM REGISTRATION

02/09/2022

* In case of graduation (upgradation/exit) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is a computer generated statement, no signature required. Printed from https://udyamregistration.gov.in & Date of printing - 03/09/2022

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.champions.gov.in

BE A CHAMPION with the Ministry of MSME

K.Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411044

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

VERIFIED FROM ORIGINAL

Asst. Senior Officer / Junior Officer
Jijamata Mahila Sahakari Bank Ltd.
Branch Shirur

हॉटेल न्यु कैलास कवित
Kavitlev.A
प्रोप्रायटर

Scanned with OKEN Scanner

Date: 28/06/23

To
Asst. Prof. Sarah D'Souza
Training & Placement Officer
MBA dept.

Subject: Seeking to opt out of campus placement.

Respected Ma'am,

This is to inform you that I am seeking to opt out of campus placement as, I am appointed as a Sarpanch of my village.

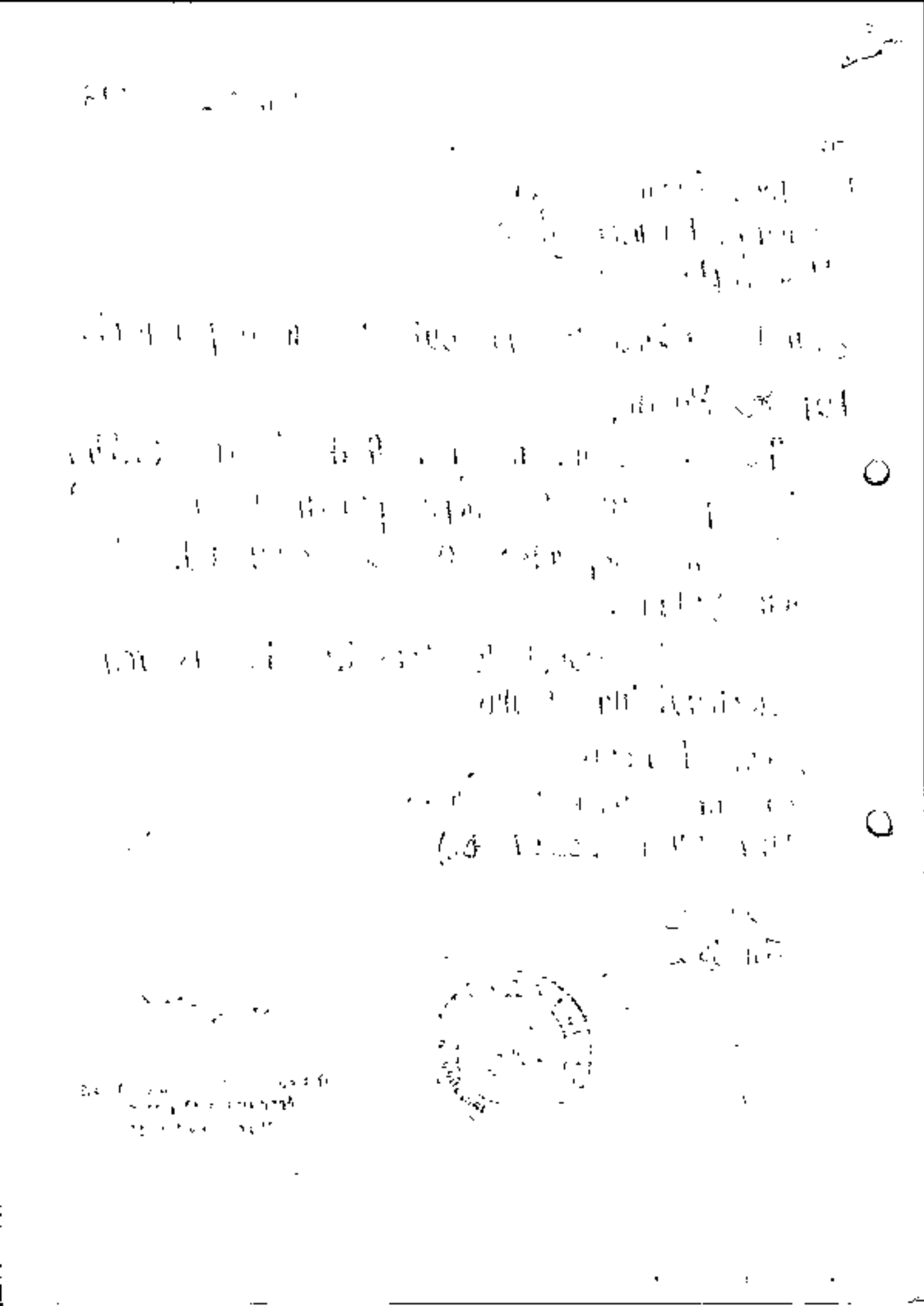
So, I request to consider this as my employability status.

Warm Regards,
Sainath Subhas Dasarwad
MBA II Year (2022 Batch)

Signature

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044



महाराष्ट्र ग्रामपंचायत (निवडणूक नियम) 1959 चे नियम 37 अन्वये
निवडणुकीचे निकालाबाबतचे जाहिर प्रगटन

क.2022/जिवी/डेस्क-1/टे-5/ग्रापनि/निआर-09
जिल्हाधिकारी कार्यालय,नांदेड
दिनांक: 22/09/2022

::प्रगटन::

मा.राज्य निवडणूक आयुक्त, महाराष्ट्र राज्य यांनी पारित केल्यानुसार महाराष्ट्र ग्रामपंचायत अधिनियम खालील महाराष्ट्र ग्रामपंचायत निवडणूक नियम 1959 चे नियम 37 अन्वये मला मिळालेल्या अधिकारानुसार मी **जिल्हाधिकारी नांदेड** असे जाहीर करतो की, **ग्रामपंचायत परोटी तालुका किनवट** जिल्हा नांदेड करीता सार्वत्रिक निवडणुकीत बिनविरोध निवडणुक सदरुन निवडुन आलेल्या सदस्यांची नावे खाली दिलेल्या परिशिष्टात जाहीर करण्यात येत आहे.

तालुका	ग्रा.पं.चे नांव	प्रभाग क्र.	एकूण जागा	निवडुन आलेल्या सदस्यांची नांवे	राखीव जागेवर निवडुन आल्यास त्याचा तपशील (स्त्री,अनु.जाती, अनु.जमाती,नागरिकां च्या मागासवर्गीय प्रवर्गातील)	निवडुन / बिनविरोध
किनवट	परोटी	सरपंच		दासरवाड साईनाथ सुभाष	अनु.जमाती	निवडुन
		1	3	धबडगे प्रल्हाद हिरामण	सर्वसाधारण	निवडुन
				किन्नरवाड पुण्यश्लोक पिराजी	अनु.जमाती स्त्री	निवडुन
				इंगळे अर्चना किशन	सर्वसाधारण स्त्री	निवडुन
		2	3	येनगेवाड संदीप परसराम	अनु.जमाती	निवडुन
				धबडगे अरविंद वसराम	सर्वसाधारण	निवडुन
				सातलवाड प्रियंका मनोहर	अनु.जमाती स्त्री	निवडुन
		3	3	किन्नरवाड विष्णु गणेश	अनु.जमाती	निवडुन
				दासरवाड अनसबा सुभाष	अनु.जमाती स्त्री	निवडुन
				आडे पुनमबाई मोहन	सर्वसाधारण स्त्री	निवडुन

निवडणुक निर्णय अधिकारी,
नाव:- श्री सिद्धम कोडबा महादु
पदनाम:- कृषि पर्यवेक्षक उ.वि.कृ.अ.किनवट

तहसिलदार, किनवट
तहसीलदार किनवट

जिल्हाधिकारी, नांदेड

प्रत:- 1.मुख्य कार्यकारी अधिकारी, जि.प.नांदेड
2.तहसिलदार, किनवट
3.गट विकास अधिकारी, पंचायत समिती, किनवट (माफेत संबधीत तहसिलदार)
4.तलाठी, सजा परोटी ता किनवट जि. नांदेड यांना सदरचा जाहीर प्रसिध्द करुन अहवाल सादर करणेकामी रवाना. (माफेत संबधीत तहसिलदार)
5.ग्रामसेवक, परोटी ता किनवट जि. नांदेड यांना ग्रामपंचायत नोटीस बोर्डवर प्रसिध्द करुन अहवाल सादर करणेकामी रवाना. (माफेत- संबधीत गटविकास अधिकारी)
6.या कार्यालयाचे नोटीस बोर्डावर.

K.Nimala
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 044

D.Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

Date - 12/06/24

To

Assist prof sarah D Souza

Training and placement official

Sub :- Appeared as a foreign officer.

Heneby, I am Informing that I am currently ~~are~~ appeared for Union Bank of India foreix officer.

Warm regards,

Snehal pawar

2022 MBA Batch

Roll No: 22782

PRN - 2052003762

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K. Nimbalkar

DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune 411 044

यूनियन बैंक ऑफ इंडिया

Union Bank of India

यूनियन बैंक भवन, २३९, विधान भवन मार्ग, नरीमन पॉइंट, मुंबई - ४०००२१
Union Bank Bhavan, 239, Vidhan Bhavan Marg, Nariman Point, Mumbai - 400021

यूनियन बैंक ऑफ इंडिया भर्ती प्रोजेक्ट 2024-25 (विशेषज्ञ अधिकारी)
UNION BANK OF INDIA RECRUITMENT PROJECT 2024-25 (SPECIALIST OFFICERS)

पंजीकरण क्र.: Registration No.:	437018842
परीक्षार्थी क्रमांक: Roll No.:	1310000096
परीक्षार्थी का नाम: Candidate' s Name:	SNEHAL SANJAY PAWAR
संवर्ग: Category:	OBC
साक्षात्कार की तिथि: Date of Interview :	28/06/2024
रिपोर्टिंग का समय: Reporting Time:	01:30 PM
केन्द्र का पता: Venue Address:	UNION BANK OF INDIA; ZONAL OFFICE 66/80; MUMBAI SAMACHAR MARG NEAR BOMBAY STOCK EXCHANGE; FORT MUMBAI MAHARASHTRA - 400023

अपना हाल ही का पासपोर्ट साइज फोटो चिपकाएं। यह फोटो ऑनलाइन आवेदन में अपलोड की गई आपकी फोटो जैसी होनी चाहिए।
AFFIX YOUR RECENT PASSPORT SIZE PHOTOGRAPH WHICH SHOULD MATCH WITH THE ONE UPLOADED IN THE ONLINE APPLICATION



बायें अंगूठे का चिह्न Left Thumb Impression	परीक्षार्थी के हस्ताक्षर Candidate's Signature	सत्यापित अधिकारी के हस्ताक्षर Verifying Officer's Signature

महोदय/महोदया,
Dear Sir/Madam,

विषय : ASSISTANT MANAGER (FOREX) JMGS - I **के पद के लिए साक्षात्कार हेतु बुलावा पत्र**
Reg. : CALL LETTER FOR INTERVIEW FOR THE POST OF ASSISTANT MANAGER (FOREX) JMGS - I

कृपया उपर्युक्त पद के लिए हमारे विज्ञापन की प्रतिक्रिया स्वरूप आपके आवेदन के संदर्भ में, हमें यह सूचित करते हुए हर्ष हो रहा है कि आपको साक्षात्कार हेतु अनंतिमरूप से शार्ट लिस्ट किया गया है। आपसे अनुरोध है किआप ऊपर दी गई तारीख, समय और स्थान पर व्यक्तिगत साक्षात्कार हेतु उपस्थित हों।
This is with reference to your Application for the above-mentioned post in response to our advertisement, we are pleased to inform that you have been provisionally shortlisted for Interview. You are requested to appear for Personal Interview on the date, time and Venue given above.

नोट : आपसे अनुरोध है कि दस्तावेज़ों के सत्यापन के लिए साक्षात्कार से आधा घंटा पहले उपस्थित हों।
Note : You are requested to be present half an hour before the interview for verification of your documents.

1. कृपया सुनिश्चित करें कि आप विज्ञापन में दी गयी पात्रता की सभी शर्तों को पूरा करते हैं और तभी साक्षात्कार हेतु आयें।अगर आप किसी एक भी शर्त को पूरा नहीं करते होंगे तो आपका साक्षात्कार नहीं लिया जायेगा। कृपया नोट करें कि ऐसी अवस्था में उपर्युक्त पद के लिये आपकी उम्मीदवारी भर्ती प्रक्रिया के किसी भी चरण में रद्द कर दी जाएगी।
Before coming for the interview please ensure that you fulfil all eligibility criteria in all respects as stipulated in the advertisement. If you do not fulfil any of these eligibility norms you shall not be interviewed. Please note that, in such circumstances, your candidature will be rejected for the above-mentioned post at any stage of recruitment process.

D. Y. Patil Institute of MCA And Management
Akurdi, Pune 411 044

K.Nimbalkar
DIRECTOR
D. Y. Patil Institute of Master of Computer Applications and Management