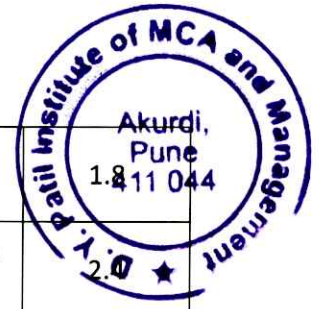




List of Students Placed in Academic Year 2022-23

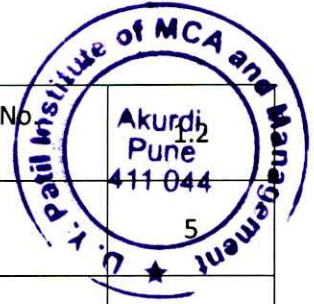
Course – Master of Computer Applications

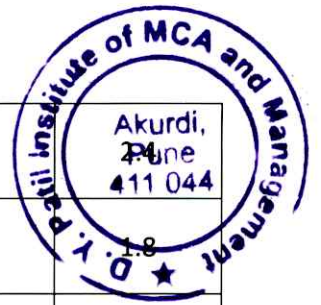
Sr. No.	Name of student	Name of the employer with contact details	Package
1	ANKITA AJAY JOSHI	Corner Stone Ph No. +9102261035400	9
2	ANKITA MALLESCH VALDOR	Asset Vantage PH NO +912222873544	5.5
3	AYUSHI KUMARI	Josh Softare Ph No. 0788 788 9902	7.8
4	DHANANJAY PRALHAD DAVHALE	Asset Vantage PH NO +912222873544	5.5
5	MITALI SHAMSUNDAR MUNDADA	Jaro Education +912261439700	8.5
6	ABHISHEK PANDURANG AVHAD	nCircle Tech Pvt. Ltd. Ph No. - 020 6694 1900	3
7	ABHISHEK UTTAM SUTAR	IntegriChain Pvt. Ltd. Phone: 097650 00919	6.5
8	ADITYA RAJ	Musiway Entertainment Pvt Ltd. Ph No. 9156022240	1.2
9	AJAY SANJAY KHANDAGALE	PooranaYash Infotech, Phone 9767216455	1.2
10	AKANKSHA HARISH POTDAR	Huda's Technologies Phone: 096578 77771	1.2
11	AKANKSHA RAJENDRAKUMAR HOUSPURE	Pinnacle IT Solutions Phone : 9923199792	1.8
12	AKSHADA APPA MANE	Infosys Telephone: 918028520261	1.8
13	AMAN NOUMINATH YADAV	Labcorp/ Fortrea Phone : 9513451647	4.17
14	AMOL DEVIDAS RATHOD	Shree Krushi Kendra Ph No. 9168595961	1.2



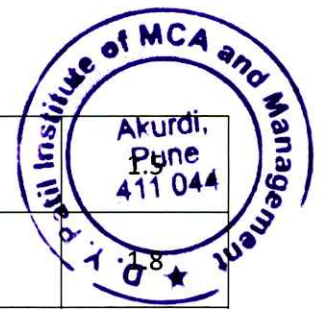
15	ANIKET GAJANAN MURHEKAR	Thermax Ph No. 020 6612 2100	
16	ANJALI BALASAHEB SAHANE	Volkswagen group of technology Solutions India Ph No. 02039157139	
17	ANUP RAMESHRAO MESHRAM	Morya Hospital Ph No. 9767224545	1.2
18	ANURAG PRAMOD JADHAV	Shree Balaji Traders Ph No. 9156033350	1.2
19	ATHARVA SUDHAKAR MOHURLE	TPKC Phone : 8379024242	1.5
20	BISHAL BHARTI	Posit Source Technology , info@postisource.com	3
21	CHANDNI KUMARI	Huda's Technologies Phone: 096578 77771	1.2
22	DIPAK MAROTI TARFE	Shree Gurudatta Krushi Kendra Ph No. 9168595961	1.2
23	GAURAV DIGAMBAR BHAMBERE	Capgemini Ph No. 91221444283	4
24	GAYATRI DEVIDAS PAWAR	TexCode Solutions Ph No. 080876 17616	1.2
25	GOVINDA DIPAK PATALE	eClerx Ph No. 020 4027 7990	5
26	HITAL MORESHWAR BARHATE	NTT Data Ph No. +918033426000	5
27	ISHWARI PARAG GAWADE	ANDROZEN Software Solutions PH No. 02065312233	1.8
28	JATIN SANJAY KESHWANI	Vu Clip Ph No. +912066486161	6
29	KADAMBARI RAJESH JOSHI	Decent Ph No. 9021795544	2.4
30	KANAK MANOJ WANJARI	Softflame Solutions Pvt Ltd 8408898845	2
31	KANCHAN JOTIRAM PAWAR	LTI, eClerx/ APEX Ph No. 02067400202	5
32	KRISH MANISH PARMAR	Health Stack Ph NO. 9113826251	1.2
33	MANSI JITENDRA SAHUJI	Insight media Ph NO. 7387609098	1.5
34	MAYURI SANJAY DHANE	Bitwise Solutions Pvt. Ltd. 020 4010 2000	3.4

35	MEGHA SUNIL BANSODE	College of Ayurved and hospital Ph No. 0204055600	1.2
36	MONU YADAV	Borm Bruckmeier Infotech Ph No. +916200473740	5
37	NANDINI SHASTRI	Blue Flame Labs Ph No. 020 6910 1500	3.6
38	NIRAJ BHOJRAJ BOROLE	ITSINDIA Tech Soft Ph No. 9689015530	1.2
39	PRAFULL SANTOSH CHAVHAN	Bajad Hospital Ph No 0794446984	1.2
40	PRANAV KESHAV KHEDKAR	Ellison Electronics Ph NO. 9113826222	1.5
41	PRATHAMESH ARUN PANSARE	Infinite Training Institute, Ph No. 9309183611	1.2
42	PRIYA BASAVARAJ PATIL	Capgemini Ph No. 91221444283	3.2
43	PRIYANKA JAGANNATH GAIKWAD	ReBiT Ph No. +912250233239	3.33
44	PUNAM SHRIRAM CHIPLE	Blue Flame Labs Ph No. 020 6910 1500	5
45	RAJENDRA SHRIRANG JADHAV	SM ROLLING FX PH NO +912222873455	1.2
46	RAJESHWARI DATTAPRASAD KULKARNI	Harbinger Ph No.+912066260100	3.8Lpa
47	RESHMA KISAN BANSODE	Brain Vision Technology Ph no :090492 65435	1.5
48	RIYA JHA	Ilmtec Solution Pvt Ltd PH No. 096655 53366	2.4
49	ROCHAN HARISH PATWARDHAN	Capgemini Ph No. 91221444283	4
50	ROHAN ASHOK RAIKAR	Huda's Technologies Phone: 096578 77771	1.2
51	ROHIT AVINASH GANGSHETTIWAR	Borm Bruckmeier Infotech Ph No. +916200473740	5
52	ROHIT KUMAR SINHA	Josh Softare Ph No. 0788 788 9902	7.8
53	ROHIT RAVSAHEB BHADANE	SAAS Technology PH No. +912049118888	6
54	ROSHAN VIJAY BUDUKALE	Asset Vantage PH NO +912222873544	5.5



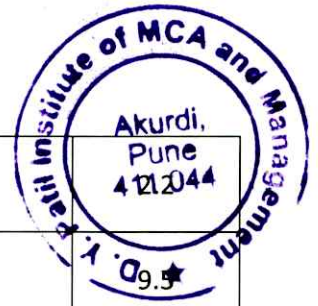


55	RUTU MANOJ SHINDE	Vu Clip Ph No. +912066486161	
56	RUTUJA MANOJ DHAKE	Tuur2tech Ph No. +9172422245	
57	SACHIN DILIP BHALERAO	Huda's Technologies Phone: 096578 77771	1.2
58	SAGAR DHANANJAY CHAUDHARI	eClerx Ph No. 020 4027 7990	2.6
59	SAGAR HIMMATRAO SOLANKE	ITKraftz Ph No. 9518383311	1.5
60	SAGAR PRAKASH LANJEWAR	LNT Elevators, Ph No. 096891 11535	1.2
61	SAIRAJ GANGADHAR PALODKAR	Thermax Ph No. 020 6612 2100	1.8
62	SAKSHI SATISH GADE	TexCode Solutions Ph No. 080876 17616	1.8
63	SALONI MAHENDRA CHAKOLE	VIRTUSKY IT PVT. LTD PH NO, 9834231021	2
64	SALONI TOMAR	Maha Mart Ph no : 9575939395	1.2
65	SAMRUDDHI SACHIN KALE	Capgemini Ph No. 91221444283	4
66	SAMRUDDHI SUNIL YELMAME	VIRTUSKY IT PVT. LTD PH NO, 9834231021	1.5
67	SANDEEP DATTU VAIRAGAR	GlucoTech Ph No. 9518383300	2.4
68	SANKET NAVNATH RAUT	Shriram Auto Services Ph No. 8149336161	1.2
69	SANOBAR RAFIQ PATHAN	Huda's Technologies Phone: 096578 77771	1.2
70	SAURAV RAVINDRA DEORE	Capgemini Ph No. 91221444283	4
71	SHAHAJI RAJARAM SARGAR	indexial solutions Ph No. 8624922118	Placed
72	SHANKAR VASANTA SHINDE	OMEGASOFT Ph No. 02041217199	1.2
73	SHIVAM SHUKLA	IASYS Technology Solutions Pvt Ltd PH No. +912067700400	4.6
74	SHOBHA MAHATO	eClerx Ph No. 020 4027 7990	5



75	SHRADDHA SANJEEVKUMAR UMATE	TPKC Phone : 8379024242	
76	SHREYAS SANJAYRAO JOSHI	TwiNNNOV Technologies Pvt Ltd Ph No. +919765509450	
77	SHRIKRISHNA NANDKISHOR NIKAM	Go Digital Technology COnsulting LLP , hr@godigitaltc.com	5
78	SHUBHAM KISHOR KHARCHHE	YHills Edutech Pvt Ltd.PH No. 099718 28049	1.5
79	SHUBHAM PANDURANG BODKHE	Brain Storm Force Phone: 099224 92283/ Aloha Technology	2.4
80	SHUBHAM VITTHAL UTE	Capgemini Ph No. 91221444283	4
81	SHWETA RAMESH PATIL	Wheel Wisher Ph No. 9689015533	1.2
82	SIDDHESHWAR MAHADEV POWADE	IASYS Technology Solutions Pvt Ltd PH No. +912067700400	4.6
83	SIWANI KUMARI	Capgemini Ph No. 91221444283	4
84	SNEHAL SHIVAJI KOYALE	BlueBinaries PH No. +91 70221 51555	5
85	SRUTHY SREEKUMAR	LTI Ph. No.: 022-22618181	3.4
86	SUMIT DILIPRAO INGALE	LNT Elevetors, Ph No. 096891 11535	1.2
87	SUMIT KUMAR	Huda's Technologies Phone: 096578 77771	1.2
88	SURAJ PANDURANG GIRI	ANDROZEN Software Solutions PH No. 02065312233	1.5
89	SUSHANT ANKUSH GANDHALE	Posit Source Technology , info@postisource.com	3
90	SWAPNITI RAOSAHEB MAYKAR	Posit Source Technology , info@postisource.com	3
91	SWATI TIWARI	Blue Flame Labs Ph No. 020 6910 1500	5
92	TUSHAR VILAS KHARABE	Thermax Ph No. 020 6612 2100	1.5
93	VINAYAK MANJEET DESHMUKH	OM Enterprise +919998768755	1.2
94	VINAYAK SHANKARADATTA HALVI	TBG Labs, LLC, Ph No. 9689016644	1.5

95	VIPUL VISHWAS ADHAV	SUN Infotek Ph No. 098603 47581	
96	VISHAL SADASHIV BANKAR	Corner Stone +9102261035400	
97	VIVEK MANOHAR DHOK	paprica ph no 7083823888	2.4
98	YASH WARDHAN	Musiway Entertainment Pvt Ltd. Ph NO. 8696622352	1.8
99	YASHWANT KAILAS THORAVE	IASYS Technology Solutions Pvt Ltd PH No. +912067700400	4.6
100	YUKTA BHANUDAS MAHALE	Labcorp Corporation/ Fortrea Ph No. 8473019839	5..17



K. Nimale
DIRECTOR

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



Dr. D. Y. Patil Pratishthan's

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

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

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

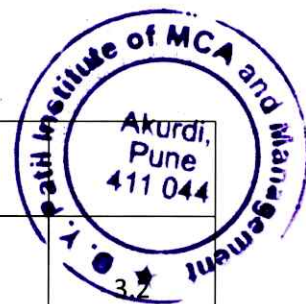
Tel No: (020)27640998, Website: www.dypimca.ac.in, E-mail : enquiry@dypimca.ac.in



List of Students Placed in Academic Year 2022-23

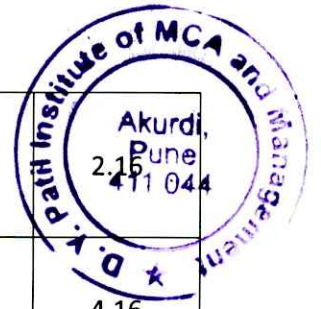
Course – Master of Business Administrations

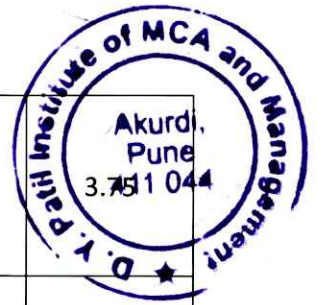
Sr. No.	Name of student	Name of the employer with contact details	Package
1	Nikunj Gangadhar Kamble	Company: Jio Name: Sanika Barpute Email Id: Sanika.Barpute@ril.com Contact No : 8591913162	12.5
2	Chintan Sunil Naik	Company: Teachnook Name: Jayanth M P Email ID : jayanth.hr@teachnook.com Contact No : 7975330231	9
3	Omkar Mahendra Kenjale	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	8.5
4	Revati Jitendra Kulkarni	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	8.5
5	Shubham Bhausahab Ugale	Company: Godrej & Boyce Name: Sameeta Khambe Email ID: sameetak@godrej.com Contact No: +91-22-67961431	8
6	Pavan Rajesh Rathod	Company: upGrad Email ID: info@upgrad.com Contact No: +912261562100	7
7	Aayush Ashok Nair	Company : Edu - Versity Name: Akansha Agrawal Contact No : 8904436068 Email Id: hr@edu-versity.in	6
8	Aishwarya Ankush Sakhare	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	2.16
9	Ajay Vikram Nimbalkar	Company : Edu - Versity Name: Akansha Agrawal Contact No : 8904436068 Email Id: hr@edu-versity.in	6
10	Akansha Priya	Company : Knest Manufacturers Name: Rekha Ugalmugale Email ID:	3.72



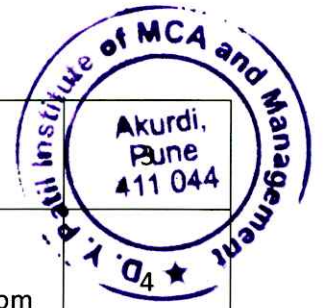
		rekha.ugalmugale@knestaluform.in Contact No : 8956340422	
11	Akash Ramesh Tikhe	Company: Tudip Technologies Name: Mangesh Shinde Email Id : mangesh.shinde@tudip.com Contact Number: +91-20-46740881	
12	Akshat Choudhary	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
13	Akshay Ram Pisote	Company : EQUIP9 Name: Falguni Mayavanshi Email Id: falguni.mayavanshi@equip9.com Contact No : 8956648544	5.5
14	Aniket Shivajirao Bankar	Company: Flipkart Name : Das Ankita Email Id: das.ankita@flipkart.com	3
15	Aniket Shriram Bundile	Company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
16	Ankita Arjun Bhilare	Company: Cognizant Email Id : Contact No :	2.39
17	Ankita Chavan	Company : Rexel India Pvt Ltd Name: Yogesh Purandare Email Id: yogesh.purandare@rexel.co.in Contact No : 90110 12897	3.8
18	Arti Manohar Chaudhary	Company: Teachnook Name: Jayanth M P Email ID : jayanth.hr@teachnook.com Contact No : 7975330231	9
19	Arti Purushottam Pichkate	Company: Eduladdr Solutions Name: Gayatri Sarma Email Id : hrm@eduladdr.com Contact No : 8692876660	4
20	Arundhati Soudagar Pawar	Company: TEKsystems - An Allegis Group Company Name: Sagar Konnur Email Id : sakonnur@teksystems.com Contact No : 8793839366	4.7
21	Ashish Ghananil Lothe	Muthoot Group Contact No : +91-484 -2396478 , 2394712	3.52
22	Atul Gulabrao Surase	Company : Stellar Information Technology Pvt. Ltd. Name: Priyanka Rai Email Id: priyanka.raai@stellarinfo.com Contact Details: 9873056545	5
23	Bhavesh Sanjay Dhande	Company: Stanza Living Name: Dhairya Rogha Email ID: dhairya.rogha@stanzaliving.com Contact No: 7289040505	4

24	Chaitrali Subhash Patil	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	2.16
25	Chavan Shubhangi Shyamrao	Company: Medulla Recruitment Services Name: Yuvraj Patil Email ID: yuvraj@biojobz.com Contact No : 9823849363	4.16
26	Namrata Sayas Chakre	Company : WHIZIBLE Name: Anindya Kumar Das Email ID: hr@lifeline-sys.com Contact No : 9674317456	4
27	Dhiraj Santosh Wadde	Allianz Services Private Ltd. Email ID: Contact No.	3.12
28	Dipali Shripad Pathak	Company: Advent ToolTech Email ID: marketing@adventtooltech.com Contact: 8380067843	1.44
29	Falguni Kiran Mayavanshi	Company : EQUIP9 Name: Falguni Mayavanshi Email Id: falguni.mayavanshi@equip9.com Contact No : 8956648544	5.5
30	Ganesh Shashikant Ingle	Company: Stanza Living Name: Dhairya Rogha Email ID: dhairya.rogha@stanzaliving.com Contact No: 7289040505	4
31	Gayatri Onkar Jagle	Company: FAU RECIA Email ID: dhanesh.sreedharan@faurecia.com Contact No : 020 6614 9500	3.49
32	Himanshu Shamrao Patil	Company : Rexel India Pvt Ltd Name: Yogesh Purandare Email Id: yogesh.purandare@rexel.co.in Contact No : 90110 12897	3
33	Isha Ravi Ghatge	Company: BVG India Limited Email ID: info@bvgindia.com Contact: +91 20 3509 0000	2.5
34	Ketaki Narsinha Deshpande	Company: Lentra Name: Sanket N. Jagtap Email ID: sanketj@lentra.ai Contact No: 7028803911	1.8
35	Komal Trimbak Jangam	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
36	Krushna Bhausaheb Shelar	company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
37	Kushal Ashokrao Halge	Company : Edu - Versity Name: Akansha Agrawal Contact No : 8904436068 Email Id: hr@edu-versity.in	6

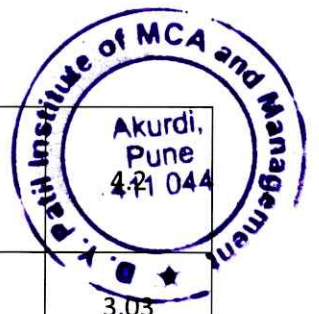




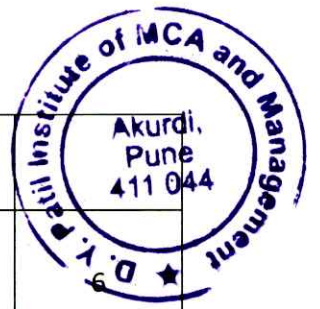
38	Mahesh Satish Shingate	Company: Senwell Solutions Name : Mr. K. Choudhary Email Id: khirod_choudhary@senwellsys.com Contact No : 9067065606	
39	Manoj Dattatray Deokar	Company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
40	Mukul Ramesh Khandve	Company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
41	Narendra Sanjay Patil	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
42	Neelam Jagdish Kharchane	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	2.16
43	Nimish Dilip Gaikwad	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
44	Nishant Pandit Katore	Company : WHIZIBLE Name: Anindya Kumar Das Email ID: hr@lifeline-sys.com Contact No : 9674317456	4
45	Omkar Sonaji Waghmare	Company: Kirtane & Pandit LLP Name: Sheetal Jadhav Email ID: sheetal.jadhav@kirtanepandit.com Contact : 99234 91536	5.74
46	Omkar Suresh Narade	Company : e_Clerx Name: Saloni Gurung Email ID: Saloni.Gurung@eclerx.com Contact No : 7440913769	2.4
47	Pallavi Garudkar	Company : The House Of Real Estate Name: Ms. Soni Mohite Email ID: soni.mohite@thoreindia.com Contact Details: 9665668200	5.21
48	Prachi Vikas Khandait	Company : Rexel India Pvt Ltd Name: Yogesh Purandare Email Id: yogesh.purandare@rexel.co.in Contact No : 90110 12897	3
49	Pragati Dilip Wagare	Company: Progen Infotech Name: Aditya Patil Email ID: Aditya.p@progeninfo.com Contact No : 9970084983	1.58
50	Prajakta Dinesh Borekar	Company : Eduelite Education Consultancy Email ID: eduelitepune@gmail.com Contact No : 8855002295	2.28



51	Prajyot Balkrishna Chavan	Company: Flipkart Name : Das Ankita Email Id: das.ankita@flipkart.com	
52	Pranjali Narendra Bawankar	Company: Stanza Living Name: Dhairya Rogha Email ID:dhairya.rogha@stanzaliving.com Contact No: 7289040505	
53	Prasad Dagaduram Borkar	Company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
54	Prasad Khashaba Chavan	Company: iauro system pvt ltd Name: Akanksha Dhokale. Email ID: akanksha.dhokale@iauro.com Contact No :7385122877	5
55	Prashant Jayram Nagargoje	Company :LYS Corporate Advisory LLP (Finturtle) Name: CA. Somdutt Lad Email Id: somdutt@finturtle.in Contact No : 9850844500	3
56	Pratik Vinayakrao Kadu	Company: Axis Pension Fund Name: Swati Pawar Email Id: Swati2.Pawar@axispfm.com Contact No : 8652 438 572	4.06
57	Pratika Prashant Sail	Company: Lentra Name: Sanket N. Jagtap Email ID: sanketj@lentra.ai Contact No: 7028803911	3.8
58	Rajashri Vilas Shinde	Company: Kirtane & Pandit LLP Name: Sheetal Jadhav Email ID: sheetal.jadhav@kirtanepandit.com Contact : 99234 91536	4.5
59	Rakhi Suresh Bhalke	e-Emphasys Systems Pvt. Ltd. Name: Anuragini Gaikwad Email Id: agaikwad@e-emphasys.com Contact No :8249901905	4.5 +50k
60	Renu Todkar	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
61	Riddhi Yadao Nagalwade	Company: Adecco Email ID: asc@adecco.co.in Contact No. 8068407399	3.6
62	Rohit Somnath Dhume	Company: Bluebinaries Name: Shilpa Prasanna Email ID: Shilpa.Prasanna@bluebinaries.com Contact No : 994-519-4155	5
63	Rushikesh Shankar Undare	Company: Intellipaat Name: Shalini KS Email ID: shalini.ks@intellipaat.com Contact No : 8048321954	9

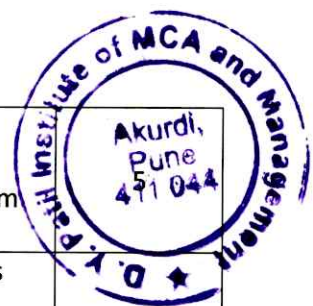


64	Ruturaj Sandeep Salunke	Company: All India Football Federation Name: Siddharth Nath Email ID: secretary.coa.aiff@gmail.com Contact No : +911125308200	
65	Sanika Dinesh Godbole	Company : Fightcase Email ID : info@fltcase.com Contact No :937 014 0953	3.03
66	Sayali Kishor Virkar	Company: Eduladdr Solutions Name: Gayatri Sarma Email Id : hrm@eduladdr.com Contact No : 8692876660	3
67	Shashi Ranjan	Company: Property Cloud Name: Sabah Nakhwa Email Id: hr@propertycloud.in Contact No : 9821022909	7.1
68	Shivani Sachin Sumbe	Company:Panther Nails Name: Shweta Desai Email ID: shwetadesai@panthernails.com Contact No :7498227814	6
69	Shraddha Vishwasrao Tayade	eClerx: Email ID: Contact No.	2.4
70	Shradha Biradar	Company:Calsoft Email ID: info@calsoft.com Contact No : 020 6654 4444	3.5
71	Shravani Shivaji Junjar	InvestoXpert Email Id : info@investoxpert.com Contact No : 8010724724	4.8
72	Shubham Ashok Rahate	Company: A -1 Fence Name: Glenn Lobo Email ID: glenn.lobo@a1fenceproducts.com Contact No : 7208328663	4
73	Shubham Bhaskar Nikam	Company: Amara Raja Group Name: Saurav Roy Email :nextgen.mh@nextgenventures.in Contact No : 7595096473	4
74	Shubham Chandrakant Deshmukh	Company: HCL Name: Kartikeya Pansare Email ID: kartikeyasati.pansa@hcl.com Contact No : 8149446515	3.24
75	Shubham Keshav Aher	Company : SS Eduks Management Consultants Name: Aabha Nerkar Email ID: abha@sseduks.com> Contact No: 8459501433	1.8
76	Shweta Gyanprakash Saroj	Company :Max Edutech Name: Nidhi Tiwari Email ID:nidhi.tiwari@maxedutech.in Contact No : 9321766261	3
77	Shweta Shitalkumar Vagyani	Company: Stanza Living Name: Dhairya Rogha	4



		Email ID:dhairya.rogha@stanzaliving.com Contact No: 7289040505	
78	Suraj Dipak Chaudhari	Company : Edu - Versity Name: Akansha Agrawal Contact No : 8904436068 Email Id: hr@edu-versity.in	
79	Suraj Panjabrao Sirsat	Company : Antraweb Email ID: info@antraweb.com Name: Ms. Kanacka M Paatil	4.2
80	Sushma Anil Patil	Company :Max Edutech Name: Nidhi Tiwari Email ID:nidhi.tiwari@maxedutech.in Contact No : 9321766261	3
81	Swapnil Rajendra Poman	Company: Johnson Controls Name: Devyani Telange Email Id: devyani.telange@jci.com Contact No : +1 866 496 1999	3.5
82	Tania Santosh Singh	Company: Kirtane & Pandit LLP Name: Sheetal Jadhav Email ID: sheetal.jadhav@kirtanepandit.com Contact : 99234 91536	5
83	Tanuja Alif Shaikh	Company : Futurism Name: Tanuja S Email Id: tanujas@futurismtechnologies.com Contact No : 9765853550	3
84	Mansi Kadam	Company: Deloitte Email ID: Contact No.	9
85	Uday Bhosale	Company: Stanza Living Name: Dhairya Rogha Email ID:dhairya.rogha@stanzaliving.com Contact No: 7289040505	4
86	Vaishnavi Amal Dhar	Company:Fundsroom Name: Pooja shedge Email ID: pooja.shedge@fundsroom.com Contact No : 8446874534	4.5
87	Vaishnavi Anilkumar Sharma	Company: InvestoXpert Email Id : info@investoxpert.com Contact No : 8010724724	4.8
88	Vaishnavi Wasudeo Umale	Company : Rexel India Pvt Ltd (Quess Corp) Name: Yogesh Purandare Email Id: yogesh.purandare@rexel.co.in Contact No : 90110 12897	3.8
89	Varsha Shivaji Chaure	Company: Whrri Fintech Solutions Email Id: connect@whr.loans Contact No : 91361 00118	1.2
90	Vedant Anil Kandalkar	Company: Stanza Living Name: Dhairya Rogha Email ID:dhairya.rogha@stanzaliving.com Contact No: 7289040505	4

91	Vrushabh Ghanshyam Raut	Company: ICICI Bank Name: ANUSHREE PATIL Email Id: anushree.patil@icicprulife.com Contact No :9075255188	
92	Yamini Subhash Bhoyar	Company: AmDhan Consulting Solutions Pvt. Ltd. Name: Sarojini Pasayat Contact No : 020-25280094	3
93	Yash Patil	Company : Jendemark India Name: RAVINDRA JARALI Email Id: Ravindra@jendemark.in Contact No : +91(0)74477 98872	4.47
94	Yashashree Laxman Sarambalkar	Company :Sedemac Email ID: info@sedemac.com Contact No : 020 6715 7200	6.5
95	Yogesh Mahepal Baghele	Company :Datraxis Maksol Pvt.Ltd Email Id: support@tofler.in Contact No : 89318 60013	3.12
96	Yogesh Narayan Pote	Company: Vise Media Email : nikhil@wealthfirst.biz Contact: 079-40240001	4
97	Neha Otekar	Company: Vistar Logitech Pvt. Ltd. Email ID: Contact No.	NA
98	Tejas Gaikwad	Self Employed/ Business	NA
99	Abhishek Amol Shinde	Self Employed/ Business	NA
100	Nachiketa Mandal	Self Employed/ Business	NA
101	Pooja Rajkumar Tadlapure	Self Employed/ Business	NA
102	Pratik Arvind Durgule	Self Employed/ Business	NA
103	Sanjay Shahari	Self Employed/ Business	NA
104	Pranjal Kaluram Mohare	Self Employed/ Business	NA
105	Sanket Rohidas Chavhan	Self Employed/ Business	NA
106	Siddhesh Dipak Barkade	Forest Department	NA
107	Snehal Pawar	Union Bank	NA



K. Nimale

DIRECTOR

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



July 12, 2023
Ankita Ajay Joshi
FL 4 Nishant Apt,
Audumbarngr,
Samtanagar, Daund
Dist- Pune 413801

EMPLOYEE LETTER OF APPOINTMENT AND EMPLOYMENT AGREEMENT

Dear Ankita,

Based on your credentials and the evaluation process you have gone through, we are pleased to offer you employment with Cornerstone OnDemand Services India Private Limited (the "Company") on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

Your employment will be effective as of July 18, 2023

2. JOB TITLE

2.1 Your job title will be "**Associate Software Engineer**". In this role, you will be reporting to the Associate Director, Engineering, and you shall be based in Pune / operating from a remote location within India, or as the Company may otherwise direct.

2.2 You have been offered employment with the Company on the basis of the information and particulars you have furnished [in your application (including in the resume), at the time of your interview and subsequent discussions]. If it transpires that you have made a false statement or have not disclosed a material fact resulting in being offered this employment, the Company may take such action as it deems fit, in its sole discretion, including immediate termination of your employment. The Company reserves the rights to conduct any reference checks including in relation to education, experience, character, address, police verification or any other factors as may be deemed fit, at any given time and you hereby consent to the Company conducting any such reference checks.

3. COMPENSATION AND BENEFITS

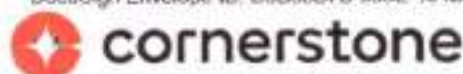
3.1 Your compensation and other benefits (C&B) will be as set out in Schedule A hereto. This amount will be subject to applicable withholding taxes and other statutory deductions (including social security contributions) in accordance with the provisions of applicable law. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

3.2 The Company may, solely at its discretion, change your compensation structure from time to time based, inter alia, on merit considering periodic and consistent overall performance, conditions of the business of the Company and other parameters as determined by the Company at its sole discretion. Any increase in your compensation is discretionary and you shall not consider it as a matter of right.

3.3 If, during your employment with the Company, 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.

4. PROBATION

4.1 You will be on probation for a period of three (3) months from the day you commence employment with the Company. During this period, there will be on-going reviews of your work, adaptability, acceptability and demeanor. Based upon such reviews, your



July 12, 2023
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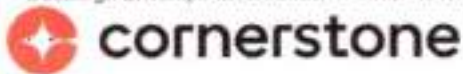
Cornerstone OnDemand Services India Private Limited

Denisar House, 6th Floor, Plot No.49/50, Road # 1, Andheri (E), Mumbai -400093, India Tel: + (91)022 - 61035400

CIN No.: - 7200MH2010PTC20241


DIRECTOR

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



probation period could either be reduced or extended at the sole discretion of the Company.

- 4.2 On satisfactory completion of your probation, based on your positive contribution to the organization and your performance, your employment with the Company will be confirmed.

5. PLACE OF POSTING, TRANSFER & SECONDMENT

- 5.1 Initially, you will work from our local office in Pune, India, unless otherwise notified by the Company. However, you could be transferred, deputed and/or assigned to another location or seconded to any other entity based upon the Company's requirements. At such time, you will be notified of terms specific to such transfer and/or secondment, including those relating to compensation, duties, and responsibilities.

- 5.2 You hereby consent to any such transfer, deputation, assignment and/or secondment by the Company of the your employment including to third parties including but not limited to the purposes of providing services to such entities and/or receiving training. Further, in such case, you will also be bound by any policy of such other office, affiliate or third party, in existence, at the time of the secondment, deputation, assignment and/or transfer or that may be subsequently framed by the Company and/or the affiliate

The Company may, at its discretion, require you to work from home or your place of current residence for such time as may be notified to you. In such case, you are not permitted to hold out such space as a place of business of the Company or to list it in any official communication.

6. HOURS OF WORK

The normal working days are Monday through Friday and normal working hours are 9.00 a.m. to 6.00 p.m. You will be required to work for such period of time as is necessary for the proper discharge of your duties to the Company.

7. LEAVE / HOLIDAYS

You are entitled to privilege (earned) leave of 18 calendar days per calendar year. Accumulation and encashment of earned leaves shall be in accordance with Company's leave policy. Besides earned leave, the company provides for casual and sick days, bereavement, paternity and maternity leave benefits. All leave must be applied for in the company's leave management system and approved by your reporting manager

8. NATURE OF DUTIES

You shall perform, to the best of your ability, all the duties as are inherent in your posting and such additional duties as the Company may call upon you to perform, from time to time. Initial, primary duties are set forth in Schedule B.

9. FULL TIME COMMITMENT

During your employment with the Company you shall devote your whole time, attention and skill to further the Company's interests. 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 or pursue any course of study whatsoever, without the prior written permission of the Company.

10. COMPANY PROPERTY

- 10.1 You shall always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

You shall be responsible for all such items or property and shall immediately report loss of property, if any, in your possession to the local police authorities, as well as

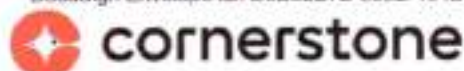


Cornerstone OnDemand Services India Private Limited
D. Y. Patil Institute of Management, Akurdi, Pune, 411 044
CIN No.: 7200MH2010PTC20241

K. Nimra

DIRECTOR

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



to the Company for lodging a claim with the insurance company. Failure to do so will automatically entitle the company to recover such amounts from your dues.

11. BORROWINGS / ACCEPTING GIFTS

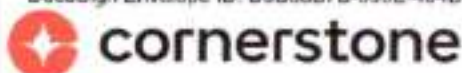
You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person / client with whom you may be having official dealings.

12. TERMINATION

- 12.1 Your appointment can be terminated by the Company, anytime during the probation period (including the extended probation period) by giving you fifteen (15) days notice or salary in lieu of the notice period.
- 12.2 Once confirmed (post end of probation), the company may terminate your employment by giving you two (2) month's notice or salary in lieu thereof. For the purposes of this clause, salary shall mean base salary.
- 12.3 You may voluntarily resign from your employment with the Company by giving no less than two (2) months prior notice if you have already been confirmed and fifteen (15) day's prior notice during your probation period.
- 12.4 Should you decide to not serve the complete notice, company reserves the right to withhold the salary in lieu of the shortfall of notice period or recover the same by adjusting un-availed leaves' encashment.
- 12.5 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, if you have been absent from work without notice to the Company or without sufficient reason for seven (7) days or more, or have committed any material breach of this agreement including but not limited to breach in relation to Section 13, Section 14, Section 15 and Section 16 and / or caused any loss to the Company. In addition to the right to terminate your employment, the Company shall also be entitled to injunctive relief against you. You shall further be liable to the Company for all damages, costs, including court costs and reasonable attorney fees incurred by Company. Misconduct for the purposes of your employment shall include but not be limited to, instances where you:
 - a) commit any serious or persistent breach of any of the terms of this Employee Letter Of Appointment And Employment Agreement and breach of representations and warranties contained herein;
 - b) are inattentive or negligent in the performance of duties and obligations under this Employee Letter of Appointment And Employment Agreement;
 - c) are guilty of dishonesty, misconduct, fraud, misappropriation or neglect in the performance of your obligations under this Employee Letter Of Appointment And Employment Agreement;
 - d) are convicted of any criminal offence relevant to the performance of your obligations under this Employee Letter Of Appointment And Employment Agreement;
 - e) perform breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or the business;
 - f) refuse to comply with any reasonable instruction or direction including any failure to comply with your obligations under any of the Company's rules, policies and/or procedures and any directions given by management of the Company;
 - g) repetitively fails to comply with lawful directions of the Company and its officers;
 - h) perform unethical business conduct;
 - i) abuse alcohol or drugs whilst on the Company's premises, or just prior to commencing work on the premises, which adversely affects your ability to carry out your duties; or
 - j) engage in physical abuse or display unreasonable verbal aggression or accept any illegal gratification;
 - k) unauthorized disclosure of any confidential information of the Company; and/or
 - l) any act or omission that could be construed as misconduct under applicable law.



K. Nimbale
 DIRECTOR



- 12.6 Garden leave: In the event of termination of employment by either party under Clause 12, the Company may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period.

The Company reserves the right, during the garden leave, to:

- a) cease to vest in or assign to you any powers or duties or to provide any work to you;
 - b) change your designation or duties as the Company decides appropriate;
 - c) prevent you from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;
 - d) exclude you from the premises of the Company;
 - e) require you to resign from and/or vacate any office of directorship or any other statutory office that you may hold and you shall be obligated to resign from and/or vacate such office forthwith;
 - f) announce to its employees, clients, customers, vendors and other relevant Persons of the Company that you have been given notice of termination or that you have resigned; and
 - g) If any letter of authority or power of attorney is issued by the Company to you during the term of employment, you will return it on demand or on termination of employment with the Company.
- 12.7 It is hereby clarified that during the garden leave, you will continue to be employed by the Company and will be paid salary and other applicable benefits. You will be required to comply with any conditions laid down by the Company during the period of garden leave and all of the obligations contained in this Contract shall continue to apply
- 12.8 Termination for ill health or disability: If you, at any time, are prevented from ill-health or accident or any physical or mental disability from performing your duties hereunder, you shall inform the Company, either yourself or through any of your relatives, and supply it with such details as it may require and if you are unable by reason of ill-health or accident or disability, for a period of months or more to perform your duties hereunder, the Company may forthwith terminate this contract
- 12.9 On the termination of your employment for whatever reason, you will return to the Company all property; documents and papers, both original and copies thereof, including any samples, literature, contracts, records, customer lists, drawings, blueprints, letters, notes, data, computer programs, reports, manuals, correspondence and the like; and Confidential Information (as defined below), in your possession or under your control relating to your employment or to clients' business affairs. You agree to acknowledge that you have fulfilled such obligation in writing, at the request of the Company.
- 12.10 You will repay to the Company, the balance of any loans or advances made by the Company against your pay or leave entitlements, or any money otherwise owed to the Company by you. The Company is authorized to deduct from your final pay any moneys owing to the Company on termination

13. CONFIDENTIAL INFORMATION

- 13.1 "Confidential Information" means information about the Company's (its affiliates' and business partners') business and that of their customers which is not available to the general public and which may be learnt by you in the course of, or in relation to, your employment. This includes, but is not limited to, information relating to the organization customer lists, employment policies, personnel, and information about the products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- 13.2 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 discloser 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 discloser of such information.
- 13.3 You shall not use Confidential Information for purposes other than the reason for which it was disclosed to you.

At no time, will you remove any Confidential Information from the office



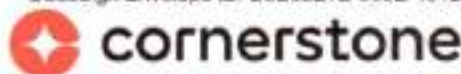
Cornerstone OnDemand Services India Private Limited

Deccan House, 6th Floor, Plot No.49/50, Road # 1, Andheri (E), Mumbai-400093, India Tel: + (91)022 - 61035400
CIN No.: - 7200MH2010PTC20241

K. Nimrah

DIRECTOR

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



Without prior permission.

- 13.5 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of your employment with the Company. Specifically, you shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, at any time, to any person or competitor of the Company; or use for any purpose any Confidential Information other than for such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without the written approval of the Company.
- 13.6 Breach of the conditions of this Clause 14 will render you liable to summary dismissal in addition to any other remedy the Company may have against you in law.

14. PROPRIETARY RIGHTS ASSIGNMENT

All rights, title and interest in any intellectual property arising out of or in connection with your employment, including without limitation any copyrights, rights to derivative works, trade secrets and any other intellectual property rights pertaining to your employment, created or conceived (including, but not limited to, any tools, designs or methodologies) in the Company's premises or using the Company's property or other proprietary rights therein, shall be the property of the Company.

You hereby, without further consideration, perpetually transfer, assign and convey all right, title and interest to such property (including, but not limited to, any moral rights) worldwide that you may have or be entitled to under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right within one (1) year of such assignment. At the Company's request, you shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designates) ownership in intellectual property rights hereunder.

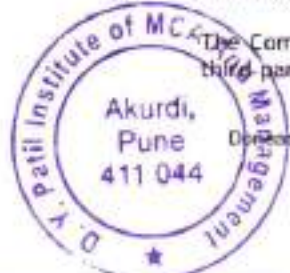
You further irrevocably, absolutely and perpetually assign to the Company worldwide rights in respect of: (a) any licenses, permissions and grants in connection with any intellectual property therewith; (b) applications for any of the foregoing and the right to apply for them in any part of the world; (c) right to obtain and hold appropriate registrations in intellectual property, (d) all extensions and renewals thereof; and (e) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same. Further, you hereby agree to waive any right to and refrain from raising any objection or claims pursuant to Section 19(4) and Section 30-A of the Copyright Act, 1957.

15. SECURITY

- 15.1 If it is necessary for you to have access (either on-site or remotely) to and use any of the Company's computer systems and networks, you shall limit such access and use it solely for the purpose of performing your duties and shall not access or attempt to access any computer systems, networks, files, software or services other than those required for performance of your duties.
- 15.2 You shall strictly follow all the Company's security rules and procedures for restricting access to the Company's computer systems.
- 15.3 All user identification numbers and passwords disclosed to you and any information obtained by you as a result of your access to and use of the Company's computer systems and networks shall be deemed to be, and treated as, the Confidential Information under this Agreement.
- 15.4 You shall cooperate in the investigation of any apparent unauthorized access to any of the Company's computer system and/or networks.

16. DATA PROTECTION AND PRIVACY

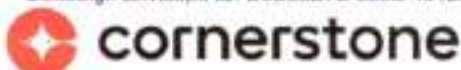
The Company may, in connection with the employment, receive personal data relating to you or third parties associated with you (such as spouse or children). Such data may be received directly



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DIRECTOR

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



from you or from other sources, and some personal data may be recorded directly or indirectly by internal security systems (such as CCTV cameras) or by other means. The Company may process such data for relevant and limited purposes. By signing the agreement, you hereby expressly consent to the following:

- (a) The processing of your personal data by the Company or such third-party appointed by the Company.
- (b) The collection and processing of sensitive personal data or information (as defined under applicable laws) about you is for limited purposes;
- (c) The transfer worldwide of personal data held about you 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 your personal images and voices in marketing material, videos, etc.; and
- (d) Treating any personal data to which you have access in the course of your employment strictly in accordance with the Company's 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 you.

17. NON-SOLICITATION

During the course of the employment with the Company and for a period of six (6) months thereafter, you shall not (other than in relation to your employment with the Company and for the benefit of the Company):

- (a) directly or indirectly solicit the business of any customer who has traded or dealt with the Company regardless of the location of such customer with respect to any technologies, services, products, trade secret or any other matter in which the Company is active;
- (b) directly or indirectly solicit employment with any direct or indirect customer to whom you have provided services on behalf of the Company;
- (c) directly or indirectly induce any other employee, employees and/or consultants of the Company to leave their employment / engagement with the Company in order to accept association of any kind with any other individual, firm, partnership or corporation.

18. NOTICES

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the office records.

19. APPLICABILITY OF COMPANY POLICY

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, employees' benefits, working hours, transfer policies 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.

20. OTHER AGREEMENTS

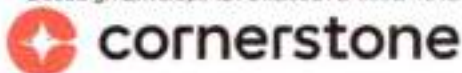
As and when required by the Company's clients or other interests, the Company may be obligated to procure you (as its employee) to sign certain agreements relating to confidentiality, intellectually property, non-disclosure and other restrictions. You agree to sign such agreements in the best interests of the Company.

21. VALID PASSPORTS

As you may be required to travel abroad, you have to possess a valid passport and submit an authenticated copy of the same for our records. In case you do not have a passport, it is your responsibility to obtain one at your own expense within your probation period.



K. Nimrah
DIRECTOR



Subject to insurance policies that the Company may have and other statutory insurances, the employee may be eligible to receive compensation under the Employees Compensation Act, 1923, for injuries arising out of and in the course of employment.

23. MATERNITY

Women employees of the Company shall be entitled to maternity leave in accordance with the Maternity Benefit Act, 1961 (as applicable), i.e., eligible women employees shall be entitled to 26 weeks of maternity leave for the first 2 surviving children, and 12 weeks of maternity leave for every subsequent child.

24. SEVERABILITY

If for any reason, any part of this Agreement is held invalid by a court of law or any other dispute resolution mechanism, this Agreement shall be interpreted as broadly as possible to give effect to the rest of the Agreement (including the invalid part, to the extent possible to achieve the legally achievable objective in the language of the Agreement).

25. ASSIGNMENT

You will not assign or transfer the rights and benefits or interest under this agreement. The Company may assign its rights and obligations under this Employee Letter of Appointment and Employment Agreement to any person, business, company, or entity.

26. ENTIRE AGREEMENT

The terms of this Employee Letter Of Appointment And Employment Agreement are the entire agreement and understanding with respect to the subject matter hereof and supersede all prior discussions, understandings, assurances or representations between the Company and the employee including, but not limited to, any representations made during the employee's interview(s) or relocation negotiations, whether written or oral.

27. WAIVER

No waiver by the Company of any breach of this agreement shall be valid unless in writing and signed by the party against whom such waiver is sought to be enforced. The waiver by any party hereto of any provision of this agreement shall not operate or be construed as a waiver of any subsequent breach by any party, nor shall any waiver operate or be construed as a rescission of this agreement.

28. INDEMNITY

You shall, at all times during the course of your employment in the Company's establishment (and even after the termination of this Employee Letter Of Appointment And Employment Agreement with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any misrepresentations or breach of this agreement, acts or omissions of the employee during the course of employment.

29. GOVERNING LAW AND ARBITRATION

Your employment with the Company is subject to the laws of India. Any dispute, claim or controversy arising out of or in relation to this Agreement or the breach, termination, enforcement, interpretation or validity thereof, including the determination of the scope or

applicability of this agreement to arbitrate, shall be settled by an Arbitral Tribunal which shall comprise of a sole arbitrator as appointed at the sole discretion of Cornerstone OnDemand Services India Private Limited. The arbitral proceedings shall be governed by the substantive law of India. The arbitral proceedings shall be administered by the Indian Arbitration and Conciliation Act, 1996 or any statutory modification thereof and the language of arbitration proceedings shall be English. The decision of the Arbitral Tribunal shall be legally binding on both the parties. "Arbitral Tribunal" means a sole arbitrator as appointed at the sole discretion of Cornerstone OnDemand Services India Private Limited.



30. NON-DISPARAGEMENT

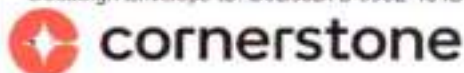
Cornerstone OnDemand Services India Private Limited

Onebhar House, 6th Floor, Plot No.49/50, Road # 1, Andheri (E), Mumbai -400093, India Tel: + (91)022 - 61035400
CIN No.: - 7200MH2010PTC20241

K. Nimbh

DIRECTOR

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



You will not at any time without limitation, publish or communicate any disparaging remarks, comments or statements concerning the Company, its holding Company, group companies, affiliates or associate companies or any of their respective shareholders, directors, officers or employees. For this purpose, 'disparaging' means any remarks, comments or statements that impugn the character, honesty, integrity, morality, or business acumen or abilities in connection with any aspect of the operation of business of, or reflect negatively upon, the individual or Company, being disparaged.

31. RETIREMENT FROM SERVICE

You shall retire from your employment at the Company upon attaining the age of sixty (60) years. All statutory benefits shall cease to accrue upon reaching the age of retirement. The company shall decide to extend your tenure with an alternate arrangement and contract, if there is a business requirement and on other mutually agreed grounds.

32. ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of this Letter of Appointment and Employment Agreement by signing within three (3) days of receipt of this letter.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours sincerely,

DocuSigned by:

Srinivasa Ogireddy

Srinivasa Ogireddy
Chief Technology Officer
Cornerstone OnDemand Services India Private Limited

I, Ankita Ajay Joshi Daughter of Mr. Joshi, FL-4 Nishant Apt, Audumbarngr, Samtanagar, Daund, Dist- Pune 413801, accept this offer

Sign: _____

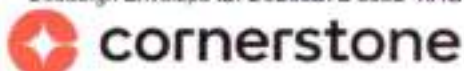
Date: _____



K. Nimra

DIRECTOR

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



SCHEDULE A

Salary and Benefits

As compensation for the employment services hereunder, the Company shall pay you a monthly gross salary in an amount of INR 75000 or INR 900000 annually.

Except as specifically set forth herein, the Salary includes any and all payments, which the employee is entitled to receive from the Company under any applicable law, regulation, or agreement. Your salary and Bonus shall be subject to deductions in relation to withholding tax and in relation to any statutory contributions,



A handwritten signature in blue ink, appearing to read "K. Nimale".

DIRECTOR

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



COMPENSATION STATEMENT

SALARY BREAKUP			
Sr	Earning Head	Amount in INR (Monthly)	Amount in INR (Annual)
1	Basic (Incl. of DA)	37,500	450,000
2	House Rent Allowance (HRA)	18,750	225,000
3	City Compensatory Allowance (CCA)	7,600	91,200
4	Total Taxable Salary	63,850	766,200
5	Flexi-basket:		
(a)	Communication reimbursement	1,500	18,000
(b)	Vehicle Running Expenses reimbursement	2,700	32,400
(c)	Professional Development	1,250	15,000
(d)	Leave Travel Allowance (LTA)	3,500	42,000
(e)	Sodexo Meal Card	2,200	26,400
6	Total Flexi-basket	11,150	133,800
7	Base Salary (4+6)	75,000	900,000
8	Employer's contribution to Provident Fund	4,500	54,000

Please note in hand Salary may differ as per your Income Tax Declaration & Statutory Deductions/Withholdings.

HRA: You will need to submit original monthly rent receipts for the current Financial Year. Minimum of 4 rent receipts i.e. 1 for each quarter or a registered lease agreement covering the entire period for which the tax benefit is availed.

Gratuity: Additionally, you will be entitled to Gratuity payout as per the Payment of Gratuity Act 1972.

Flexi-Basket Components (5a to 5e): These have been allocated as per your eligibility slab. These components will remain within the compensation structure & are considered as optional. You will need to declare your preference in the beginning of the Financial Year (along with your I.T Declaration). This will remain effective for the current Financial Year unless you wish to opt out at the time of your joining. In case you would like to change the amounts under this section, you will have to submit a declaration in the prescribed format by the 10th of the current month. These will then be effective from your next payroll cycle. For more details on each of the component, refer the FAQ document hosted on Galaxy.

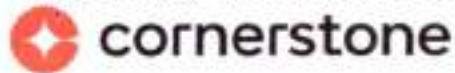


Cornerstone OnDemand Services India Private Limited
D. Y. Patil House, 6th Floor, Plot No.49/50, Road # 1, Andheri (E), Mumbai -400093, India Tel: + (91)022 - 61035400
CIN No. : - 7200MH2010PTC20241

K. Nimish

DIRECTOR

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Akurdi, Pune-411 044



<u>Annual Health Benefits</u>	
Medical Insurance	INR 700000 for Self, Spouse and 3 (Three) Children And any one set of parents or parents in law.
Accident Policy	Sum Insured is 3 times the Annual Compensation
Life / Term Insurance	Sum Insured is 3 times the Annual Compensation

Signing Bonus

We are pleased to offer you a signing bonus of INR 50000 (Rupees Fifty Thousand Only). This bonus will be paid in one lump sum amount on the next regularly scheduled pay date after your start date of employment with Cornerstone OnDemand Services India Pvt. Ltd. The signing bonus is taxable, and all regular payroll taxes will be withheld. If you resign from the company or be terminated for misconduct or performance within 12 months of your date of hire, you will be responsible for reimbursing the company for the entire signing bonus. By your signature on this employment agreement, you authorize the company to withhold this amount INR 50000 (Rupees Fifty Thousand Only) from final pay you receive upon termination of employment.



Cornerstone OnDemand Services India Private Limited
 Donar House, 6th Floor, Plot No.49/50, Road # 1, Andheri (E), Mumbai -400093, India Tel: + (91)022 - 61035400
 CIN No.: - 7200M-2010PTC20241

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



SCHEDULE B

Responsibilities

The Employee shall perform all duties assigned to her, as a **Associate Software Engineer**, including, but not limited to:

Responsibilities

- Develop, maintain and enhance Java and AWS applications and services that contribute to our products
- Troubleshoot complex production issues, provide detailed RCA and work on fixing the same across our platform and cloud-based implementation
- Develop and maintain easy-to-use UI functionality using our React.js-based framework
- Participate in key architectural decisions and design considerations
- Partner with engineers, product managers, and other team members as appropriate
- Develop and maintain thorough knowledge and understanding of Cornerstone's products
- Code and deliver working products with a 'first time right', and 'built to last' approach
- Interact with other Engineering teams, Product and Release teams to innovate together
- Participate in sprint planning and technical design reviews



A handwritten signature in blue ink, appearing to read "K. Nimbh".

DIRECTOR

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



16-Feb-2023

To,
Ankita Valdor
Survey No. 113/2,
Krushnai Colony,
Near Masjid, Shivaji Chowk,
Walhekarwadi,
Chinchwad, Pune-411033.

OFFER LETTER

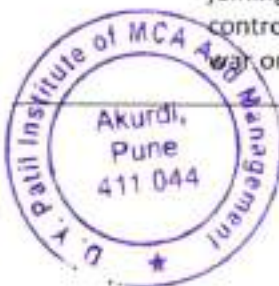
Dear Ankita,

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

**Asset Vantage Systems Pvt Ltd**Reg. Office: 86 Jolly Maker 2, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point
Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

DIRECTORD. Y. Patil Institute of Master of Comp
Applications and Management
Akurdi, Pune-411 044

**ASSET VANTAGE**

Performance Reporting & General Ledger on Demand

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 **21-02-2023**.
10. 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.
11. 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.)

12. 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.



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CIN: U74900MH2007PTC174924

K. Nimish
DIRECTOR

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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.

.....
Ankita Valdor



DIRECTOR

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Annexure - I

Name: Ankita Valdor	w.e.f. 21-02-23	
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		

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CIN: U74900MH2007PTC174924



May 10, 2023

To,
Ayushi Kumari
D/O: Manoj Kumar Chourasia,
Ward No 20, Bhartiganj,
Sasaram, Rohtas,
Bihar - 821115

SUBJECT: OFFER LETTER

Dear Ayushi,

Pursuant to your application and subsequent selection process, we are pleased to offer you the position of **"Software Engineer"** at **Grade J11 in Technical Track** at Josh Software Private Limited on the conditions as set out in this Offer Letter.

Once you are part of the team, the company's management will initially provide a period of indoctrination training or induction to familiarize you with the company's procedures and processes.

1. Offer Acceptance:

- a. This offer is valid for a period of five (5) days after you receive this offer letter.
- b. You are requested to communicate your acceptance of this offer prior to the due date, failing which the offer stands revoked.
- c. To confirm your acceptance of the offer, you are required to either respond via email or accept the offer through ATS Param and also confirm your joining date.

2. Place of Work and Date of Joining:

- a. The date of your joining shall be **July 3, 2023** or earlier, except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in Annexure "D" at the time of your joining.
- b. On the day of joining, you will be required to report to **Pune** location.
- c. Any change to the joining date after acceptance of the offer must be communicated on the same offer letter email thread at least three (3) days prior to the joining date.



Regd. Office: Amar Tech Park, Patil Nagar, Balewadi, Pune, Maharashtra - 411045
info@joshsoftware.com | www.joshsoftware.com


DIRECTOR

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Applications and Management
Akurdi, Pune-411 044



3. Hours of Work and Leave:

The business hours of the Company are 9 Hours. You will be required to work during the business hours, from Monday to Friday. You may be required to work beyond the business hours and on the statutory days off depending on the business contingencies.

4. Verification:

- a. This Offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.
- b. As part of our process, we will conduct a reference check and antecedent verification of your medical records and all the data or information produced by you before and during the interview process. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

5. Probation:

- a. You will be on probation for a period of six (6) months from the date of your joining, after which your employment with the Company will be confirmed through a separate written letter if your work is found satisfactory.
- b. The probation period can be extended by the Company at its discretion based on your performance.
- c. In case your performance is not found satisfactory during such period of probation, your services shall stand terminated during such period of probation or extended period of probation and you shall be informed of the same accordingly in writing.

6. Remuneration:

- a. Your consolidated Annual Cost to the Company ("CTC") shall be **INR 7,87,500/- (Rupees Seven Lakh Eighty Seven Thousand Five Hundred Only)** as detailed in Annexure "A" and the breakup shall be as enclosed in Annexure "B" of this Offer Letter.
- b. In case of any change in any existing statutes or laws or introduction of any new statutes or laws, the Company reserves a right to adjust the salary components within the existing Annual CTC to ensure that the payments are made in compliance with such statutes or laws and the Company may from time to time, deduct any statutory deduction or withhold tax as may be required by applicable laws.

7. Confidentiality:



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K. Nimra
DIRECTOR

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Applications and Management
Akurdi, Pune-411 044



The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this Offer, you shall at all times maintain absolute confidentiality of the content of this Offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this Offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

8. Miscellaneous:

- a. Your appointment and your continuation in employment are subject to your being found medically fit from time to time.
- b. This Offer Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter.
- c. All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies collectively form a part of your employment conditions.
- d. This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.

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

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

Sincerely,
For Josh Software Private Limited

Shailesh Kalekar

Shailesh Kalekar
Chief Operating Officer

Regd. Office: Amar Tech Park, Patil Nagar, Balewadi, Pune, Maharashtra - 411045.
info@joshsoftware.com | www.joshsoftware.com



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DIRECTOR

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Annexure A

TOTAL COMPENSATION VALUE

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

Compensation	Annual Benefit Amount (INR)
Direct Benefits	
Fixed Compensation	5,40,000
Conference, Training & Certification Annual Trip Medical Insurance	2,35,000
Deferred Benefits	
Gratuity	12,500
Non-Cash Benefits	
Professional Life Coaching Sessions	
Doctor on call	
Total	7,87,500

Total Value of your Compensation: INR 7,87,500/- (Rupees Seven Lakh Eighty Seven Thousand Five Hundred Only).

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after deduction of tax at source in accordance with applicable law.



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DIRECTOR

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Akurdi, Pune-411 044



Annexure B

COMPENSATION BREAKUP

Particulars	Yearly Salary (INR)	Per Month (INR)
A: Salary Payable		
Basic	2,59,200	21,600
House Rent Allowance	1,03,200	8,600
Special Allowance	1,44,000	12,000
Connectivity Allowance	12,000	1,000
Total A: Salary Payable	5,18,400	43,200
B: Benefits		
Employer's Contribution towards PF	21,600	1,800
Total: (A+B)	5,40,000	45,000

Please note –

1. Employer's contribution towards PF: The Company contribution towards PF is fixed at INR 1,800/-. An equal employee contribution shall be made from your end which will be deducted from gross.
2. Income tax shall be deducted as per the tax regulation of India.
3. Subsidized premium for parental insurance shall be deducted under GMC.
4. Statutory deductions as per the act: PT, LWF, ESIC.



K. Nimba

DIRECTOR

D. Y. Patil Institute of Master of Computer
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Annexure C

BENEFITS

Continuous Performance Reviews

You will be eligible for performance appraisal every 6 months based on your month of joining.

Conferences, Training & Certification Budget

You are every year eligible to attend and represent Josh as a speaker in any conferences around the world. You can also avail external paid training and certifications relevant to your job.

Annual Trips

You are eligible to go on a fun/leisure 3-day trip every year organized by the company.

Health Care Plan

You are covered under accidental policy (GPA) of sum amount INR 10,00,000 every year. Additionally, You and your dependents are eligible for medical insurance coverage (GMC) of a sum amount INR 3,00,000 every year.

Doctor on call

Company appointed doctors are available free of cost to advise and also prescribe general medicine.

Professional Life Coaching Sessions

You are eligible to receive one on one personalized life coaching sessions through company appointed certified NLP coaches

Gratuity

End of service benefit available as per government guidelines.

NOTE:

- * Details of all benefits are available in the policy document available post joining.
- * The items listed above are the benefits currently offered by Josh Software. Management reserves its right to amend or withdraw any benefit at a future point of time.



K. Nimra

DIRECTOR

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Annexure D

List of Documents

- 1. Latest/updated Resume**
- 2. Identity Proof:**
 - a. AADHAR Card(Mandatory).
 - b. PAN Card (Mandatory).
 - c. Passport
- 3. Current and Permanent Address Proof – (Any One)**
 - a. Electricity bill
 - b. Telephone bills
 - c. Corporation tax receipt
 - d. Rent agreement
- 4. Educational Information: All documents**
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. Graduation (if applicable): Semester (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - d. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- 5. Professional Information: (as applicable)**
 - a. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - b. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
 - c. Last three (3) months' salary slip/salary certificate
- 6. Passport size photograph**



K. Nimra

DIRECTOR

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Applications and Management
Akurdi, Pune-411 044



ASSET VANTAGE

Performance Reporting & General Ledger on Demand

4

16-Feb-2023

To,

Dhananjay Davhale
At.Po. Vadgao, Mawal,
Mawal,Pune-412106,
Maharashtra.

OFFER LETTER

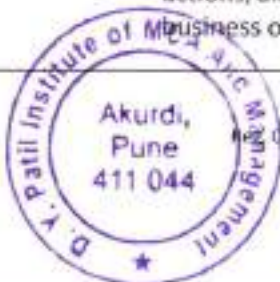
Dear Dhananjay,

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 actions/directives to mitigate such events, which may adversely affect the Company's business operations.



Asset Vantage Systems Pvt Ltd

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CIN: U74900MH2007PTC174924

K. Nimbh
DIRECTOR

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



ASSET VANTAGE

Performance Reporting & General Ledger on Demand

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 **21-02-2023**.
10. 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.
11. 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.)

12. 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.



Asset Vantage Systems Pvt Ltd

Reg. Office: 86 Jolly Maker 2, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point
Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

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.

.....
Dhananjay Davhale


DIRECTOR

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

Annexure - I

Asset Vantage Systems Pvt Ltd

Reg. Office: 86 Jolly Maker 2, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point

Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924



ASSET VANTAGE

Performance Reporting & General Ledger on Demand

Name: Dhananjay Davhale	w.e.f. 21-02-23	
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		

Ch. N. Nimbale



K. Nimbale

DIRECTOR

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Akurdi, Pune-411 044

Asset Vantage Systems Pvt Ltd

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Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

(5)

jaro education

2nd March 2023

To,
Ms. Mitali Mundada,

Dear Mitali,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed.

Find below compensation details:

Particulars		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	29,000	3,48,000
House Rent Allowance	:	14,500	1,74,000
Transport Reimbursement	:	1,600	19,200
Telephone Reimbursement	:	500	6,000
Statutory Bonus (Paid Monthly)	:	2,420	29,040
Special Allowance	:	1,980	23,760
Total		50,000	6,00,000
Daily Travel Reimbursement	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Payable Half yearly based on the 100% achievement of targets for continued six months)	:	4,500	54,000
CTC: Eight Lakhs Seventy Thousand Only p.a.	:	72,500	8,70,000

Regards,
Jaro Education

Sushant M

Sushant Maliya
Vice President – Human Resource

I agree to the above and attached terms & conditions _____ Dated _____



K. N. Nimbh
DIRECTOR

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



Dear Abhishek Avhad

It gives me immense pleasure to welcome you to nCircle Tech Pvt. Ltd. At nCircle Tech we believe that each employee contributes directly to the growth and success of the company and I am sure you would be a great asset to our team. We look forward to a long and mutually rewarding journey.

I would like to wish you all the best and sincerely hope that with talented and skilled individuals like you and our existing team at nCircle, we shall be well placed to navigate the road ahead to meet our customer expectations.

Enclosed please find your employment contract and other relevant details for your review and acceptance.

Looking forward to seeing you soon in nCircle Tech Pvt. Ltd

On Behalf of nCircle Tech Pvt. Ltd.

Nikhil Kulkarni
HR Head



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



Date: 11/17/2022 03:52 PM

Abhishek Avhad

Subject: Internship Offer Letter

Dear Abhishek Avhad,

On behalf of nCircle Tech Pvt. Ltd., I am pleased to extend you offer for Internship. Following are the terms and conditions of the same.

1. The employing company shall be nCircle Tech Pvt. Ltd., (Hereafter the "Company").
2. You are required to join the Company on Intern-Technical as an Intern and report at **10:00 AM IST**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
3. You will be on internship for a period of **6 Months (01/02/2023 to 07/03/2023)**. Upon completion of your internship, your performance shall be thoroughly evaluated and if found satisfactory, you will be formally employed as a regular employee in accordance with the "Rules of Employment". Also, note that we, the nCircle Tech. Pvt. Ltd shall have the first right of employment over you.
4. As a stipend, you will be paid **INR ₹ 12,000.00/Month** during your internship period.
5. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
6. You will be based at the Company's office at **"nCircle Tech, Unit 2, Office No. 3, 4th Floor, Building no. IT7, Plot No. 2, Qubix SEZ, Blue ridge Township, Hinjewadi, Phase 1, Pune 411057"** unless communicated otherwise by the Company prior to your joining. You may be called to work at any of the Company's establishments or to undertake tours or undertake other assignments in connection with the Company's business.
7. Your position shall be of **Intern-Technical**. Following list is partial list of your roles and responsibilities in the Company.

- Complete the Assignment given to you by training team
- Explore multiple technologies as assigned by training team/your mentor
- Complete the given tasks as assigned to you by your training team/your mentor




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Akurdi, Pune-411 044



8. Since the work you will be engaged in would be very confidential and an intellectual property of the Company and the Client, any presentation you would be required to make at the end of your internship before college as part of your academic mandate, needs to be approved by the Company.

9. It is a specific term of your Internship that you will not at any time during your internship or after termination of your internship, divulge to any person, firm or corporation, any information received by you during the course of your internship with regard to financial or other affairs of the Company and such information shall be kept confidential by you. You shall also not divulge, publish or otherwise reveal any knowledge or information or any facts concerning any ideas, methods, invention, processes or devices used by the Company and disclosed to you by reasons of your employment.

10. Your appointment is subject to submitting of **copies of all the educational certificates** and successful completion of your internship.

11. You certify that you are in sound physical and mental health to perform your duties and responsibilities as a part of the company and you are not suffering from any diseases that may hinder your work at the company.

12. You shall keep the contents of this offer and any Annexure hereto confidential.

13. This letter supersedes all previous agreements, either written or verbal. If you find the terms of this offer acceptable, please countersign the attached copy of this letter. Your employment with the Company will be valid subject to your, signing Employee Confidentiality after the acceptance of the offer.

14. Any leaves taken during the internship period shall be considered leave without pay and shall be deducted from stipend.

Your Key Result Areas (KRA) would be:

- Completing given assignments satisfactorily on time
- Completing other task/assignments assigned to you
- Submit your project at the completion of your internship

I welcome you to nCircle Tech Family.

For nCircle Tech Pvt Ltd.

Nikhil Kulkarni,
HR Head,




DIRECTOR

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



I, Abhishek Avhad have read the terms and conditions mentioned in this letter and accept them.

Annexure 2

It is mandatory that you bring the following documents on the date of joining:

- a) All Original Certificates (from SSC onwards) and mark sheets (including all semesters) and photocopies of the same.
- b) Identity Proofs - PAN Card, Aadhar Card, Passport, Driving License, Voter's card
- c) Two passport size color photographs with white background
- d) Relieving and Experience letters from previous employers

<<END OF DOCUMENT>>



DIRECTOR

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

HR/2022-23/267

REQ ID – ENG23-122

October 20, 2022

Abhishek Uttam Sutar,
Sutar Galli, Siddhanerli,
Kolhapur,
Maharashtra-416232.

**INTERNSHIP OFFER
LETTER**

Dear Abhishek,

IntegriChain is pleased to offer you an educational internship opportunity as a **Data Engineering Intern**. This position is located in Pune Maharashtra.

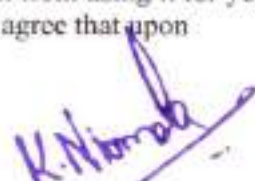
This position is scheduled to begin on **16th January 2023** and will be a six-month paid internship opportunity ending on **16th July 2023**

As you will be receiving academic credit for this position, stipend **Rs. 17,000 (Seventeen Thousand Only)** Per Month. Additionally, students do not receive benefits as part of their internship program.

Successful completion of the internship program is subject to your satisfactory performance and will entitle you to an employment offer from IntegriChain Pvt Ltd as **Associate Data Engineer** and your annual total compensation will be **Rs. 6,50,000 (Six Lakhs Fifty Thousand Only)**

A detailed letter of appointment listing the terms and conditions of employment will be given to you post completion of your internship program and date of your joining as **17th July 2023**

During your internship program with IntegriChain Pvt Ltd, you may have access to trade secrets and confidential or proprietary business information belonging to IntegriChain Pvt Ltd. 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 IntegriChain Pvt Ltd. Also, you agree that upon

**DIRECTOR**

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completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment.

Wishing you a long and successful career with the growing IntegriChain.

Thanking you,

Yours Sincerely,

For IntegriChain Private Limited



(Prajakta Jagtap)
Director – People & Culture

Candidate's Acknowledgement:

I have read, understood, and accepted the above.

Name: _____

Signature - _____

Date: _____



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

MUSIWAY ENTERTAINMENT PVT. LTD.

356, Adarsh Nagar, Link Road, Oshiwara, Jogeshwari W,
Mumbai City, Maharashtra 400102



CIN: U92490MH2022PTC385732

Date: 06-08-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Aditya Raj of D.Y. Patil Institute of MCA and Management Pune pursuing his full time master's Degree in Computer Application has successfully completed the project assigned to him

Entitled - "Stacked: Developer and Student community "
from June 1st 2023 to till date, by our organisation..

1. It is a Web based project, which is developed using Python and Django.
2. By using StackLinked system developer ask question and get answer..

It allow developers to freely share their knowledge,code and ideas.

3. There are mainly two users of this system Policy Holder I.e. Admin and Developer.

This letter is solely issued for college purpose only.

Thanks & Regards

Ambuj Kr. Singh

Founder & CEO
MUSIWAY ENTERTAINMENT
Pvt. Ltd.

356, Adarsh nagar, Oshiwara
Mumbai, Maharashtra
400102



K. Nimish

DIRECTOR

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

FOR MUSIWAY ENTERTAINMENT PVT LTD

DIRECTOR

@MUSIWAY_

@MUSIWAY_

@MUSIWAY_



POORNAYASH INFOTECH

9

www.poornayashinfotech.com

info@poornayashinfotech.com

9767216455



Ref. No. : PNY/2023/07

Date: 30/06/2023

Internship Completion Certificate

This is to be certified that **Mr. Ajay Sanjay Khandagale**, Student of **D.Y. Patil Institute of Master of Computer Applications and Management, Akurdi** has successfully completed his Internship Program in **"Online Cake Shop"**.

He has done this project using Web Technology, during period of 20 Mar, 2023 to 05 July, 2023 under guidance and supervision of **Mr. Gaurav Shete (Software Developer, PoornaYash InfoTech)**.

He has completed the assigned project well with in time frame. During the period of his internship program with us. He is sincere, hardworking and he had conduct during his project is commendable.

The project duration is 20 Mar, 2023 to 05 July, 2023.

The Project Platform is

Server Side Script Language: PHP

Client Side Script Language: JavaScript

Design Script Language: Html, CSS, Bootstrap

Database: MySQL

The above software is the sole property of PoornaYash InfoTech, Ahmednagar, and student copyright on the same. Hence no listings of the source code may be enclosed with the project report.

Gaurav D. Shete

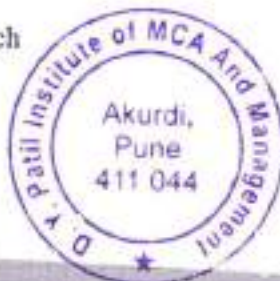


Authorized Signature

Gaurav D. Shete

(Director)

PoornaYash Infotech



K. Nimbale
DIRECTOR

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

09

11

Pinnacle IT Solutions

Mobile: + 91 9923199792 | Email: services@pinnacleit.in | Website: www.pinnacleit.in

PIN/HR/143

03rd August 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Akanksha Houspure** pursuing her two year full time Master's Degree in Computer Application (MCA) from D.Y Patil College of MCA, Akurdi-Pune has partially completed a project titled "**Builder Bridge**" for **Pinnacle IT Solutions Pune**.

She has done her project during 02 May 2023 to till date. We wish her every success in life. This letter is solely issued for college purpose only.

Kind Regards,

Pinnacle IT Solutions

Signature

Authorized Signatory



UN

13



K. Nimra

DIRECTOR

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

Registered Address: D-Wing, 401, Anjana, DP Road, Rahatani, Pune - 411017
Office Address: 7th Floor, A wing, Mahalaxmi Nagar, Urli Nagar, Warje, Pune, Maharashtra 411058

HRD/2T/1002850147/21-22

January 18, 2022

Ms. Akshada Mane
At Post Vaduth,
Tal- Dist Satara
Satara-415011
India

Ph: +91-8485096049

Dear Akshada,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.18 14:04:12 IST
Reason: Digitally Signed
Location: Bangalore




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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

January 18, 2022

HRD/1002850147/21-22

Ms. Akshada Mane
At Post Vaduth,
Tal- Dist Satara
Satara-415011
India

Ph: +91-8485096049

Dear Akshada,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **24-Jan-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

**DIRECTOR**

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Akurdi, Pune-411 044

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.



K. Nimale
DIRECTOR

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

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be **INR 18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.




DIRECTOR

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.



Company Confidential - This communication is confidential between you and Infosys Limited


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

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.



DIRECTOR

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

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.01.18 14:04:12 IST
Reason: Digitally Signed
Location: Bangalore




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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Akshada Mane			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



K. Nimish
DIRECTOR

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

Fwd: Shortlisted Candidates from Dr. D Y Patil University

1 message

Vipul Mahindrakar, Manager - Corporate Relations <corporate.relation@dypu.ac.in>
To: Dyp placements <placements@dypimca.ac.in>

Mon, Jan 16, 2023 at 3:56 PM

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

From: Sarkar, Sumon <sumon.sarkar@labcorp.com>

Date: Mon, Jan 16, 2023, 12:50 PM

Subject: Shortlisted Candidates from Dr. D Y Patil University

To: Vipul Mahindrakar, Manager - Corporate Relations <corporate.relation@dypu.ac.in>

Cc: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>, Sharma, Shweta(HR) <shweta.sharma@labcorp.com>

Hi Vipul,

Thank you for hosting the Labcorp, India team and helping us finding the right talent for our organization. It was a pleasure to interact with the students.

As discussed, we would like to confirm the selection of the below mentioned students for the 2023 internship program (February 2023 – August 2023) at Labcorp, Pune (office-based). We would like to remind you that we are keen on them continuing with Labcorp post the internship in case of full time opportunities at the time of completion of internship.

for the 2023 internship program (February 2023 – August 2023) at Labcorp, Pune (office-based). We would like to remind you that we are keen on them continuing with Labcorp post the internship in case of full time opportunities at the time of completion of internship.

However, please note that Labcorp at this stage cannot confirm final placements as it would be dependent on the business need and the individual's performance. So if a candidate is keen on only looking for a 6 month internship then this opportunity may not be suitable for them. Please do communicate and confirm back to us accordingly.

However, please note that Labcorp at this stage cannot confirm final placements as it would be dependent on the business need and the individual's performance. So if a candidate is keen on only looking for a 6 month internship then this opportunity may not be suitable for them. Please do communicate and confirm back to us accordingly.

Request you to please seek confirmation from the students by Wednesday 5 PM, 17 January 2023 and confirm back to us by filling out the attached authorization letter template.

Request you to please seek confirmation from the students by Wednesday 5 PM, 17 January 2023 and confirm back to us by filling out the attached authorization letter template.

Please share this letter back with us on your official university letterhead and signed by the concerned authority to enable us to begin the onboarding process for the candidates.

Please share this letter back with us on your official university letterhead and signed by the concerned authority to enable us to begin the onboarding process for the candidates.

We look forward to a continued and fruitful partnership with your institute. Please feel free to reach out to us for any further questions or clarifications.

We look forward to a continued and fruitful partnership with your institute. Please feel free to reach out to us for any further questions or clarifications.

Applicant Name	Applicant ID	Phone number	CoS
Yukta Mahale	yuktamahale33@gmail.com	7391995607	MC
Anan Nouninath Yadav	ananyadav1201@gmail.com	7796095027	MC

Final Status	Role shortlisted for	College
Selected	Statistical Programming Intern (FSPx)	Dr. D Y Patil University
Selected	Statistical Programming Intern (FSPx)	Dr. D Y Patil University

Warm regards,

Sumon Sarkar

Global Recruitment and Talent Advisor

sumon.sarkar@covance.com

Direct: +91 9513451647 / 7022925213


DIRECTOR

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

Notice: This e-mail may contain confidential, proprietary, or protected information - in company, and any unauthorized use or disclosure is strictly prohibited. If this content and notify the sender immediately; if you have questions or concerns, please see our

ing protected health information - that is intended only for the named recipient or it intended for you, you are requested to delete this e-mail and all attachments and notify the sender immediately; if you have questions or concerns, please see our

D Y Patil International University,
Akurdi, Pune - 411044, Maharashtra, India
Website: <http://www.dypu.ac.in>

3 attachments

COVANCE IS NOW



labcorp

Drug Development

image001.png
18K

COVANCE IS NOW



labcorp

Drug Development

image001.png
18K

Letter from University_Internship_Labcorp India v1.DOCX
26K



K. N. Nimbale

DIRECTOR

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

Shree Gurudatta Krushi Kendra

New Mondha Gangakhed, Parbhani, Maharashtra 431514.
Mail Id: haribhausaware@gmail.com
Contact no: 9168595961



Date: 01-07-2023

GST :- 27DDNPS2378C126

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Amol Devidas Rathod student of D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune. He has been assigned to create a project model of "E-Krushi" for our Shop. The duration of his project is 15th May 2023 to 28th September 2023.

Following requirements are to be covered in the project:

1. It is a Android based project, which is developed using java and MySql.
2. To design and develop a application to streamline operations and enhance customer experience.
3. To implement a user-friendly interface where customer book agricultural product services.
4. To provide an online platform where clients can browse different agriculture services.

Note: Requirements may vary.

This letter is solely issued for college purpose only.

Kind Regards,

H.aware

Mr. Haribhau Saware
Owner

(Shree Gurudatta Krushi Kendra)



21

K. Nimbh
DIRECTOR

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

Shri Gurudatta Krushi Kendra
New Mondha, Gangakhed

Name: Amol Devidas Rathod
Div: A
Roll No: 66

Date: 04/08/2023

GST No. – 27AAACT3910D1ZS

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Aniket Gajanan Murhekar** pursuing his two year full time Master's Degree in Computer Application (MCA) from D.Y. Patil College of MCA, Akurdi -Pune has partially completed a project titled "Mahalakshmi Gold Loan" for Thermax Ltd. Bhosari ,Pune.

He has done his project during 10 May 2023 to till date.

We wish him/her every success in life. This letter is solely issued for college purpose only.

Kind Regards,



Mr. Sahil Sunil Pawar



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Manager

Thermax Ltd. -ENVIRO

Environment House,

Plot No. 90-92, B G Block,

MIDC , Bhosari,

Pune 411 026



DIRECTOR

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



VOLKSWAGEN
GROUP TECHNOLOGY SOLUTIONS INDIA



16

Volkswagen Group Technology Solutions India
Rajiv Gandhi Infotech Park - Pune

020 3915 7139

Sourav.roy@volkswagen.co.in

December 16, 2022

Your Reference
Your Letter from
Our Reference
Extension
Fax
E-Mail

Date

To,
Ms. Anjali Sahane
Pune

Sub: Internship Appointment Letter

Dear Anjali Sahane,

With reference to your application and the subsequent discussion you had with us, we are pleased to offer you an Internship in PD-VI Department with **Volkswagen Group Technology Solutions India**. w.e.f. **December 16, 2022** for a period of **6 months** on the following terms and conditions:

1. You will get a stipend of **Rs 20,000/- (Rupees Twenty Thousand only)** per month and all applicable deduction will be effected from your monthly compensation.
2. The Internship may be terminated by either side upon one week's notice or compensation in lieu thereof.
3. You will be governed by the rules of the Company as applicable, from time to time.
4. **Confidentiality:** Any information relating to the process, product recipes, technology, design, technical knowhow, administration methods, systems, procedures and other security arrangements of the Company, that you may acquire by being employed in the Company or during the course of your training or work should be treated as strictly confidential and you shall not disclose either by word of mouth or in writing to any outsider, in order to safe guard the interest of the Company.
5. **Confidentiality of Stipend:** The contents pertaining to the overall earnings are strictly confidential. Any leakages, passing-out of the information by you within the organization or otherwise will be viewed very seriously by the Management.
6. **Data Privacy :** During your internship you would have the access to personal data including sensitive personal data belonged to company; you will be under

Volkswagen Group Technology
Solutions India Private Limited
(Formerly known as Volkswagen IT
Services India Private Limited)

Embassy Techzone,
9th Floor, 13 Congo Building,
Rajiv Gandhi Infotech Park,
Hinjewadi - Phase II,
Pune - 411057,
Maharashtra, India

Phone: +91-20-3915 7000
www.vwits.in

CIN: U72900PN2015TC155348

Anjali Sahane 16/12/2022



DIRECTOR

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

INTERNAL



Page 2

obligation to not to sell or misuse such data so accessed & to immediately but not later than 24 hours to convey the Company with respect to any such breach. The Supplier is under obligation not to access/ transmit/ transfer/ migrate/ alter /modify any of the personal data without authorization / prior written permission from the Company. This obligation shall survive even after the termination of this letter/ agreement.

7. **Compliance and Integrity:** The Company encourages its employees including internee to follow the highest standards in integrity, compliance and company values. During your employment with the Company, you shall be governed by various Company policies, procedures, rules and regulations, including amendments thereto, which are applicable to all employees. You are required to read and understand the VWITS Code of Conduct and other compliance policies and strictly adhere to their requirements and act in line with the respective legal frameworks as well as with the applicable legal standards for the specific work task of the employee. Anyone found to be in violation of the Code of Conduct or other policies or laws must expect consequences as per the nature of non-compliance.

The following may kindly be noted:

The above offer is made on the basis of and subject to the information provided by you in your application and during the interviews. In case at a later date it is seen that the data provided by you is Incorrect and/or misleading, then the Company retains the right to withdraw this offer at any time.

We hope this would be a beginning of a long and successful association.

Yours sincerely,

For Volkswagen Group Technology Solution India

Soumi Alphons
Head-HR & Administration

Jan Drbohlav
Director

I have read and understood the terms of this appointment letter and hereby accept the same and have affixed my signature as a token of my acceptance thereof.

Anjali Sahane 16/12/2022



DIRECTOR

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

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MORYA HOSPITAL

DR. Mrs. Pranali Mohan Kalamkar

B.A.M.S

Reg. No.: 71913A

Mr. Mohan Vilas Kalamkar

B.A.M.S / M.D / DCH, DEMS

Reg. no.: 75938A

Phone no.: - 9975641462

Date:

TO,

Technical Department,

Dr.D.Y. Patil Institute of MCA,

Akurdi, Pune

This is to certify that Anup R Meshram And Dnyaneshwar B Chikane, the students from the Dr.D.Y. Patil Institute of MCA, Akurdi, Pune have carried out a project entitled **APNA HOSPITAL** for our organization from 01st August, 2023 as part of MCA Semester IV

He has completed the project to our best satisfaction. Throughout their project training, we found them to be sincere and hardworking.

We wish him all the best in all their future endeavours.

Your Sincerely,
For Morya Clinic pvt ltd.

DR. Mohan Vilas Kalamkar
Doctor
Morya Clinic pvt Ltd.

Dr. Mohan Vilasrao Kalamkar
MD (MUHS), DCH, DEMS
Reg. No.: 175938A



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DIRECTOR

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

Shree Chhatrapati Shivaji Square, Walekarvadi,
Chinchvad, Pune-410506

Shree Balaji Traders

Shop no 2, Handewadi Rd, Satav Nagar, Hadapsar, Pune, Maharashtra 411028, Tele - 02337960096

Date - 04 / 08 / 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Anurag Pramod Jadhav student of Dr. D Y Patil Institute of Masters of Computer Application and Management Akurdi, Pune pursuing his full time Masters Degree in Computer Application has successfully completed the project assigned to him entitled - "FINSAVE" from 01-05-2023 to 31-07-2023.

During his internship program with us, he was found to be punctual, hardworking, and delivered the project on time. We wish him success in his future endeavors.

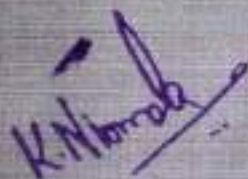
This letter is solely issued for college purpose.

Kind Regards,



Mr. Pavan Seervi.

Owner



DIRECTOR

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

श्री बालाजी फूड ट्रेडर्स
स.नं. 68, आधार हॉस्पिटलसमोर,
हॉंदेवाडी रोड, हडपसर,
पुणे-411028 मो. 9156033350



30

TP
KC

19

TPKC Technologies

HR/2022-23-010

Date : 30/06/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Atharva Sudhakar Mohurle** from Master of Computer Application (D. Y. Patil Institute Of Master Of Computer Applications) has been associated with us as **Product Engineering Intern** from **March 15, 2023**.

During Internship, **Mr. Atharva Sudhakar Mohurle** worked on "**WageTrackNow**". His/Her performance exceeded expectations and was able to complete the project successfully.

The project was carried out in partial fulfillment of requirement for the award of degree of Master of Computer Application from **D. Y. Patil Institute Of Master Of Computer Applications** for the Academic Year 2022-2023.

We wish him/her all the best for him/her future career.

Yours Sincerely,
For TPKC Technologies


(Dr. Nitin Mohite)
Founder & CEO

For TPKC TECHNOLOGIES

Proprietor




DIRECTOR

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

Proprietor

+91-8379-02-4242

timepasskar.com@gmail.com

Nigdi, Pune



POSIT SOURCE TECHNOLOGIES PRIVATE LIMITED

30 June 2023

2023/06/30/70513

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Bishal Bharti, student of Master of Computer Applications (MCA) from D Y Patil college (DYPIMCAM), Pune has undergone internship with us from Jan-June 2023 as a part of the mandatory industrial training for the academic year 2022-2023.

Details of his internship work are:

1. Project – GrociMart - A complete store
Language : PHP
Front End: Javascript + AdminLTE + Ajax +HTML + CSS
DB: MySQL
Back End: PHP

The above work is being carried out under the guidance of Mr. Prasad Shingate. We wish Mr. Bishal all the best for his academic evaluation.


Prasad Shingate
Software Engineer
Posit Source Technologies Pvt. Ltd.




DIRECTOR

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

36

Shree Gurudatta Krushi Kendra

New Mondha Gangakhed, Parbhani, Maharashtra 431514.

Mail Id: haribhausaware@gmail.com

Contact no: 9168595961



Date: 01-07-2023

GST :- 27DDNPS2378C1Z6

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Dipak Maroti Tarfe student of D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune. He has been assigned to create a project model of "E-Krushi" for our Shop. The duration of his project is 15th May 2023 to 28th September 2023.

Following requirements are to be covered in the project:

1. It is a Android based project, which is developed using java and MySql.
2. To design and develop a application to streamline operations and enhance customer experience.
3. To implement a user-friendly interface where customer book agricultural product services.
4. To provide an online platform where clients can browse different agriculture services.

Note: Requirements may vary.

This letter is solely issued for college purpose only.

Kind Regards,

H. Saware

Mr. Haribhau Saware

Owner

(Shree Gurudatta Krushi Kendra)

DIRECTOR

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



K. Nimra

DIRECTOR

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

Shri Gurudatta Krushi Kendra
New Mondha, Gangakhed

Name:- Dipak Maroti Tarfe

Roll No:- 12

Seat no:- 5926

Project Title:- E-Krushi



23

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: 3517360

Letter of Intent ("LOI")

December 18, 2022

Dear Gaurav Digambar Bhambere,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI

- 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if




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

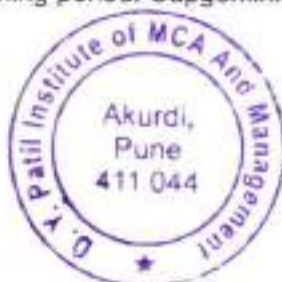
applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

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

2. **Pre-onboarding Training Program:** This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.
- F. Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -
1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
 2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
 3. The business and skill requirement of the Company.
 4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
 5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further




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

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI 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.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com , please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.




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

ANNEXURE 1

Gaurav Bhambere, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

TexCode Solutions

Prasanna Apartment, Office
No.4, Sr. No 438, 2nd Floor,
Jangali Maharaj Rd, behind
Unicorn Showroom, near
Modern High School Chowk,
Shivajinagar, Pune, 411005

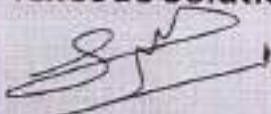
TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Pawar Gayatri Devidas Pursuing an MCA from D.Y. Patil Institute Of Master Of Computer Applications And Management, Akurdi, Pune has Successfully Completed the following her personal project using java and Firebase database.

Project Name: CET Admission Assistant

As per our observations, we truly have found her sincere and hardworking. We wish her success for the future.

TexCode Solutions


(Sachin Kamble)




DIRECTOR

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



TexCode Solutions

Prasanna Apartment, Office No. 4, Sr.No 438, Jangali Maharaj Road, Shivaji Nagar, Pune-411005



25

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

Shortlisted Candidates

1 message

Saloni Gurung <Saloni.Gurung@eclerx.com>

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

Cc: Nicola Fernandes <Nicola.Fernandes@eclerx.com>, Campus Team <Campus.Team@eclerx.com>

Thu, Oct 20, 2022 at 1:59 PM

Hello Rahul,

Below candidates have been shortlisted for Senior Analyst role and we'll onboard them on thursday 27th October '22 for Mumbai location:-

- 1) Govinda Patale
- 2) Kanchan Jotiram Pawar
- 3) Shobha Mahato

Saloni Gurung

Senior Analyst | Talent Acquisition

Phone: +91- 7440913769

Email: Saloni.Gurung@eclerx.com

[Explore Opportunities](#)




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

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

NTT DATA Global Delivery Services Private Limited
 Plot No. 178, EPSP Phase II, Whitefield Industrial Area
 Bangalore 560 066 India
 Tel: +91.80.3342.6000

NTT DATA
 Services

26

11-November-2022
Hital Moreswar Barhate
DYPIMCAM

Dear Hital,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 5,00,000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining. The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited.

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.



Confidential

Registered Office: NTT DATA Global Delivery Services Private Limited, Plot No. 178, EPSP Phase II, Whitefield Industrial Area, Bangalore 560 066 India

K. Nimma
DIRECTOR

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

Page 1 of 3



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Journal of Management Education 30(6)

NTT DATA Global Delivery Services Private Limited
 Plot No. 178, EPIP Phase II, Whitefield Industrial Area
 Bangalore 560 066 India
 Tel: +91.80.3342.6000

NTT DATA
 Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

 022008309c9c
ALLAH BAKASH
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **12-November-2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:
 Signature: 
 01CFB32E8325F479
Hital Moreshwar Barhate

Date: **11-November-2022**



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

NTT DATA Global Delivery Services Private Limited
Plot No. 178, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.4000

NTT DATA
Services

DECLARATION

I, **Hital Moreshwar Barhate** S/o, D/O, W/O Moreshwar Barhate, having permanent address at Shree Ram Housing Society, Behind Ananda Garage Near Nahata College, Bhusawal-425201 do hereby acknowledge, represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE: DocuSigned by:

NAME: **Hital Moreshwar Barhate**

DATE: **11-November-2022**

PLACE: **Bhusawal**



Confidential

K.N. Nimbh
DIRECTOR

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



ANDROZEN
SOFTWARE SOLUTIONS


Reg No: AUNDH | II | 7251

Date: 1st August 2023

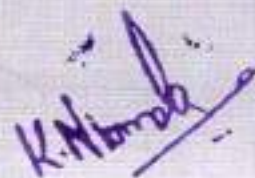
TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Ishwari Parag Gawade** of Master of Computer Application Student of **Dr. D. Y. Patil Institute of Master of Computer Application and Management, Akurdi, Pune** has successfully completed her project titled as **"Alloy Mechanical Workshop"** under the guidance of **Androzen Software Solutions Pvt. Ltd.**

She has undergone Industrial Training in our company for a period from April 2023 to July 2023 and completed the software module assigned to her. We found her hardworking and sincere in her work. We extend our bestwishes further future professional growth.


Vinod Sarode
Director





DIRECTOR

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

PRIVATE & CONFIDENTIAL

1st April 2023

Mr. Jatin Sanjay Keshwani
Address - Flat No. 301 Icon Dream Shivkrupa Colony,
Dastur Nagar Road, Rukhmini Nagar, Amravati,
Maharashtra - 444606

Dear Mr. Jatin,

We are pleased to offer you employment with **Vuclip India Pvt. Ltd.** ("the Company") on the following terms and conditions:

- | | |
|--------------------------------------|---|
| Commencement Date | : 1st April 2023 |
| Position | : Associate Data Engineer
(Broadband 1 – General staff/Operational Professional) |
| Basic | : INR 21,538 per month. |
| Housing Rent Allowance | : INR 10,769 per month. |
| Special Allowance | : INR 18,703 per month. |
| PF Contribution Employer | : INR 1,800 per month. |
| Gratuity | : INR 1,036 per month. |
| Discretionary Incentive Bonus Scheme | : You will participate in the 2023 Discretionary Incentive Bonus Scheme with an on-target incentive pool 1 Months' Guaranteed Cash (Monthly Fixed Salary). The Scheme is discretionary and payments under the Scheme are not guaranteed. Any payments will be prorated at the discretion of our parent company for the service period in the Scheme. Details of the Scheme will be provided to you in due course. |
| Duties | : You shall devote your full attention to your duties of your office and use your best endeavors to develop our business. While you are employed by the Company, you shall not receive any commission or fee based upon any services you perform, without prior written permission from the Company. You shall comply with and act under the general orders and direction of the Company or any person to whom the requisite authority may be delegated by the Company from time to time.

You shall not, however, at any time during your employment be employed or engaged by or in any other business without consent in writing being given by the Company. |
| Probation Period | : 3 months. Upon satisfactory completion of probation. |
| Working Schedule | : Your normal working schedule is 40 hours per week and your manager will advise you of the detailed arrangements. You must always regard your service as being available to the Company to meet business needs. |





Annual Leave	: 24 working days each year. The leave will be granted after your completion of the probation period.						
Medical Benefits	: The Company will provide Medical Benefits and you will be advised of the details in due course.						
Retirement Benefits	: It is subject to the prevailing retirement scheme in India.						
Termination of Employment	: By either party giving to the other the following notice in writing or payment in lieu thereof: <table><tr><td>1st month</td><td>No Notice or payment in lieu of notice is required</td></tr><tr><td>2nd month until confirmation</td><td>1 week' written notice or payment in lieu of notice is required from either party.</td></tr><tr><td>Thereafter</td><td>2 months' written notice or equivalent payment in lieu of notice is required from either party.</td></tr></table>	1 st month	No Notice or payment in lieu of notice is required	2 nd month until confirmation	1 week' written notice or payment in lieu of notice is required from either party.	Thereafter	2 months' written notice or equivalent payment in lieu of notice is required from either party.
1 st month	No Notice or payment in lieu of notice is required						
2 nd month until confirmation	1 week' written notice or payment in lieu of notice is required from either party.						
Thereafter	2 months' written notice or equivalent payment in lieu of notice is required from either party.						
Governing Law	: This offer of employment shall be governed in accordance with the laws of India.						
Transfer of Employment	: The Company reserves its rights to transfer your employment or second you to other affiliated companies within the PCCW Group (as defined in the attached Confidentiality/Intellectual Property Undertaking) when it sees fit. The transfer or secondment may be overseas.						

Important terms and conditions of this offer of employment are also contained in the following documents which are attached to this letter:

- Confidentiality/Intellectual Property Undertaking.
- Corporate Responsibility Policy.

Please note that the offer of employment is contained in this letter and the document mentioned above. Please notify us immediately if any document is missing.

Additional terms and conditions will be contained in notices and circulars issued by the Company from time to time. The Company reserves the right to modify, alter or amend the terms and conditions of your employment and the related human resources policies as circumstances may require. You are required to sign an undertaking to the effect that you will not disclose any trade secrets, business information or other information of a proprietary nature belonging to the Company without the prior written approval of the Company.

This offer is subject to the following:

- Satisfactory past and present employer references and result of background checks (if possible) to be conducted in accordance with our "Group Policy on Pre-Employment Background Check".
- Valid work permit/document to prove your rights to work in India.
- You are not being bound by or subject to any court order, agreement, arrangement or undertaking (including, without limitation, any non-competition or non-solicitation undertakings) which may, in the Company's opinion, in any way restrict or prohibit you from entering into this offer of employment or from performing your duties.

Whilst you may be permitted to start work before all references have been obtained, should any prove unsatisfactory, the Company may terminate your employment immediately and without compensation.

Please confirm your acceptance of this appointment by signing and returning a copy of this letter and a copy of the Confidentiality/Intellectual Property Undertaking.

Welcome to the Company. We wish you every success with us.



K. Nimble
DIRECTOR

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



Yours sincerely

For Vuclip India Pvt. Ltd

Chris Ho
Vice President – Human Resources

I accept appointment on the terms and conditions stated in this letter. I now acknowledge receipt of the items above and agree to the terms contained in the Confidentiality/Intellectual Property Undertaking.

(Signed) Jatin Sanjay Keshwani

Date



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

Decent Drycleaners

Shop No 3 Besides Manita Sweets, near Ram Krishna Mangal Karyalay,
Pimple Gurus, Pune, Maharashtra 411001
Contact no: 9021795544



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Date: 15-06-2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Kadambari Rajesh Joshi student of D. Y. Patil Institute of Master of Computer Applications and Management Akurdi, Pune. She has been assigned to create a project model of "Laundry Basket" for our Laundry. The duration of her project is 14th May 2023 to 28th September 2023.

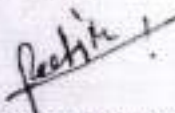
Following requirements are to be covered in the project:

1. To design and develop a web-based application to streamline operations and enhance customer experience.
2. To implement a user-friendly interface where customer book laundry services.
3. To provide an online platform where clients can browse different laundry services.

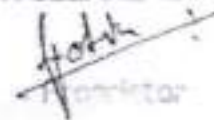
Note: Requirements may vary.

This letter is solely issued for college purpose only.

Kind Regards,


Mr. Mahendra Bhaurao Patil
Owner
(Decent Drycleaners)

DECENT DRYCLEANERS


Owner



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K. Nimba

DIRECTOR

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



SOFTFLAME
SOLUTIONS PVT LTD

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Date- 07/08/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Kanak Manij Wanjari of D.Y. Patil Institute of MCA and Management Pune pursuing his full-time master's degree in computer application has successfully completed the project assigned to him entitled - "spicy bazaar" from May 15th, 2023 to till date, by our organization.

1. It is a Web-based project, which is developed using the PHP Codeigniter framework.
2. By using spicy bazaar customers can order products online.
3. There are mainly two user's customer and admin. Admin will be able to manage the stock and orders.

This letter is solely issued for college purposes only.

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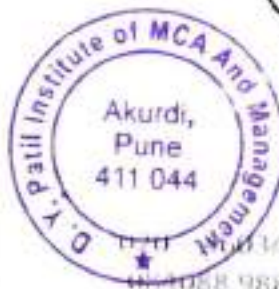
Kindly Regards

Softflame Solutions Pvt Ltd.


Director

Vikas Nandanwar
Founder and CEO
Softflame Solutions Pvt Ltd
www.softflame.in

Flat No. 11, Building No. B2,
Near Ajay Apartment,
Senapati Bapat Road, Pune - 16.




DIRECTOR

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



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Apex Fund Services LLP,
NOB Building, First Floor, Office No 102,
Sector A-2, S No. 154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email Id: apex@apexfund.in
Phone No.: +91 (0) 20 6740 0202

24 March 2023

Kanchan Jotiram Pawar

D/O Jotiram Pawar,
Jadhav Niwas, Lane no 10, Raygad Colony,
Near Janki Narsing Home, Karvenagar,
Pune,
Maharashtra - 411052

Subject : Contract of Employment

Dear Kanchan ,

Re: **Associate - Level 1**

We are pleased to offer you the role of Associate - Level 1 for Apex Fund Services LLP ("the Organization"), and therefore consider this letter as the official document outlining the terms and conditions of your employment.

The position of Associate - Level 1 is being offered on full time permanent basis with effect from 17 April 2023 (Commencement Date). The employment offer is subject to a probationary period of six (6) months from the commencement date. The probationary period may be extended at the discretion of the management. You will be informed in writing of any such extension, completion or termination upon the end of the Probationary Period.

Upon successful completion of the Probationary Period, the provisions in Clause 8 will apply in respect of termination of employment.

Being employed in the position of **Associate - Level 1**. You will be reporting into **Amit Kumar**, or any such other person as required by the Organization from time to time

Your annual cost to the Organization shall be of INR 650,004 payable proportionately on a monthly basis, paid directly into your bank account on 27th of every month, or any other day as may be determined by the Organization. All payments by the Organization shall be subject to statutory deductions, tax and contributions. Please refer to **Annexure 1** for the breakdown of your salary. Annual increments may be awarded at the Organization's sole discretion, subject to affordability

The terms and conditions of your employment with the Organization are set out in the **Annexure 2** to this letter.



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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
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Please note that this offer for employment is contingent upon your full and complete disclosure to the Organization of any and all 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 the Organization in this offer for employment.

The Organization reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Organization.

Further note that this offer for employment is subject to successful background verification including producing all the original documents including but not limited to your education and work-experience credentials at the time of joining. Should you fail to provide original documents or there is negative report in your background verification, Apex reserves the right to terminate this employment contract and would not be liable for any payment or notice in lieu thereof.

Further you consent to the background verification conducted by Apex by itself or through third parties, including sharing of documents including but not limited to your education, previous experience, address, KYC documents etc. with the third party for background verification.

If you wish to accept our offer, terms and conditions, please sign and return a copy of this letter (along with the annexures) by Tuesday, 28 March 2023, to the undersigned.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity without the Organization's prior written consent. Your salary and benefits are confidential, and you should refrain from discussing it with other employees of the Organization.

Yours sincerely

Prabhu Sundaresan
Regional Head of HR India
Apex Fund Services LLP, India.



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Annexure 1

Particulars	Amount (in INR)
Basic + D.A.	21,100
House Rent Allowance	10,550
Discretionary Allowance	12,502
Gross Salary	44,152
PF contribution of employer	1,800
Gratuity	1,015
Sodexo	1,200
Transport Allowance*	6,000
Cost to Company	54,167

Deductions:

1. Employee contribution in to Provident Fund i.e. 1800 to be deducted from the gross salary.
2. All the taxes applicable as per Indian laws are applicable on total income will deduct on the monthly basis.

Details of Discretionary Allowance:

You can have the option to choose from the following components of Discretionary Allowance as reimbursement:

1. Children Education and Hostel Allowance: You can avail tax exemption of INR 1,200 per child per annum on school tuition fees and INR 3,600 per child per annum up to maximum 2 children.
2. Leave Travel Assistance: You can avail of Leave Travel Assistance up to maximum of INR 44,152 per journey. Only two journeys can be claimed for tax exemption in the block of four calendar years as per Income Tax rules.
3. Car Expenses Reimbursement: You can avail tax exemptions of INR 21,600 or INR 28,800 annually depend upon the car model as per Income Tax Rules.
4. Telephone Reimbursement: You can claim telephone reimbursement maximum up to INR 15,000 per annum with subject to submission of periodical invoice of one connection in the name of employee.
5. Balance amount will be considered as discretionary allowance.

Please note that for all the above components, a concrete evidence or proof required for avail the tax exemptions.

**DIRECTOR**

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

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Retiral Benefits:

1. Employer's Contribution in to Provident Fund: The organization will contribute in to Provident Fund as per Provident Fund Act.
2. Gratuity: As per the Payment of Gratuity Act.

Other Benefits:

1. Meal coupon of INR 1,200 per month will be paid to you as included in the CTC above.
2. Group Medical Insurance will be provided to as per our organization norms.
3. *Transport allowance will be provided to an employee up to INR 6,000 on monthly basis as per the applicable policy. However this will not be provided incase an employee is working outside of office premises including working from home or any such location not listed as office, wants to opt for transport facility for commuting between home to office or avail parking space at office premise (applicable for 4 wheeler only). Further note that the payout of this allowance will be pro-rated basis the number of days the employee is present in office premises.
4. * Internet Allowance will be provided to an employee up to INR 500 on monthly basis as per the applicable policy. Further note that this allowance is only applicable when an employee is working from home.

Annexure 2**Terms and Conditions of Employment****1. INTRODUCTION**

Our offer of employment is based on the particulars, information and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Organization reserves the right to immediately terminate your employment. Also, the Organization reserves the right to make reasonable changes to any of your terms of employment. You will be notified in writing of any change as soon as possible and in any event within one month of the change.

2. DUTIES AND RESPONSIBILITIES, TRANSFER, ETC

2.1 You will be required to perform such duties and responsibilities as may be indicated by the Organization from time to time. You shall not refuse to perform such duties and undertake responsibilities as and when called upon by your reporting manager, if any.



K. Nimra

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
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2.2 Depending on business needs, the Organization may, at its sole discretion, change your designation or transfer you to any other team, department or offices of the Organization or of its affiliates.

2.3 The Organization has a right to assign, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Organization or to any group companies in which the Organization may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Organization does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer you will be governed by the relocation policies and policies of the Organization existing at that time.

2.4 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. Since this is a full-time employment with the Organization, while in the employment of the Organization, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Organization. You will comply with all directions given to you by the Organization and faithfully observe all the rules, regulations, and arrangements applicable to you.

2.5 During the course of your employment, the Organization may require you to cooperate with other consultants, advisors, employees, officers and directors of the Organization and entities with which the Organization has contracted, currently or in future.

2.6 You shall deliver reports, assignments to the Organization in the manner prescribed by the Organization and in accordance with the requirements of the entities with which the Organization has contracted, currently or in future.

2.7 During the course of your employment, in addition to your assigned tasks and work responsibilities, the Organization may require you to interact and work directly or indirectly with external entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Organization through courteous conduct, positive behavior, cooperative attitude and working skills so that the reputation and goodwill of the Organization is enhanced and not adversely effected. Any omission or commission on your part, brought to the notice of the Organization may result in strict disciplinary action against you, including but not limited to termination of employment.

2.8 Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, in force,



DIRECTOR

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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
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procedures and policies framed, amended, modified or omitted by the Organization from time to time, including those as may be provided in the Organization's Employee Handbook, service rules, code of conduct, etc.

2.9 You shall be medically fit to perform the duties assigned to you. You may be required by the Organization to undergo a medical assessment from time to time to determine whether you are medically fit.

2.10 You shall not make any false, defamatory or disparaging statements about the Organization, its employees, officers or directors during the term of your employment with the Organization and at all times thereafter.

2.11 You shall not engage in activities that could result in a conflict of interest with the Organization without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be disclosed to the Organization.

2.12 Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Organization, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. 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 Organization, 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, Organization, 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 Organization's business.

2.13 From time to time, the Organization may require you to undergo specialized training, whether onsite or offsite, in order to enhance your skills and capabilities. Such training is also likely to enhance your career prospects. As a result and as a condition of our offer, the Organization may require you to sign a training bond and provide a commitment to work and remain in the Organization's employment for a minimum term as provided in the training bond, failing which you shall be liable to reimburse the training expenses and pay liquidated damages to the Organization.



K. Nimrah

DIRECTOR

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



Apex Fund Services LLP,

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Pune-411047, Maharashtra

LLPIN: AAL-4130

Email Id: apex@apexfund.in

Phone No.: +91 (0) 20 6740 0202

3. REMUNERATION AND BENEFITS

3.1 Your total all-inclusive gross annual compensation shall be as provided in the offer letter. At the beginning of every financial year, you will be required to finalize with the Organization's accountants / payroll agents your compensation break-up. Your salary, payable on a monthly basis, shall be inclusive of the applicable statutory benefits, if any, and tax to be deducted at source by the Organization. Any contributions (including but not limited to any provident fund contributions) to be made by the Organization on your behalf shall be deducted from your salary. You shall be eligible to certain employee benefits as per the Organization Employee Handbook and policies as may be amended from time to time.

3.2 Upon successful completion of the Probationary Period, you will be eligible to be considered as part of the organization's Discretionary Bonus review process. For the avoidance of doubt, any bonus awarded and subsequently paid to you, will not form part of contractual remuneration, and will be at the organization's sole discretion.

Moreover, you will not receive any bonus award if (for whatever reason), on the date at which any bonus award is granted and/or paid, you are not employed by the organization or if you are under notice to terminate employment (whether notice was given by yourself or the organization), or if your performance, conduct or behavior is deemed by the organization to be unsatisfactory.

The organization may at any time withdraw or modify the bonus plan. It is expressly agreed that the fact that the Employee may have received a bonus at any time does not give rise to any expectation or entitlement to receive a bonus award in the future.

3.3 You may be entitled to receiving compensation under the Employees' Compensation Act (if applicable) in case any personal injury is caused to you by way of an accident arising out of and in the course of your employment with the Organization, unless the payment obligation is covered by the insurance policies taken by the Organization on your behalf.

3.4 The Organization provides for maternity benefits to eligible female employees in accordance with the Maternity Benefit Act, 1961 (as applicable). Please refer to the HR policies for further information in this regard.

3.5 Your compensation may be amended from time to time by the Organization at its sole discretion, post due notice. You understand and acknowledge that that any future increments, promotions or any other incentives shall be based on your performance during employment and solely at the discretion of the Organization.




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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
Sector A-2, S. No.154/6, Blue Ridge, Hinjewadi,
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LLPIN: AAL-4130
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Phone No.: +91 (0) 20 6740 0202

4. WORK LOCATION AND HOURS OF WORK

- 4.1 You shall report to the Organization's office in Pune. The Organization reserves the right to change the office location or relocate you, as may be desired by the Organization from time to time.
- 4.2 Your working hours will be in line with the organization's standard arrangements. You may be required to work additional hours as necessary to meet the demands of the Organization and to properly and effectively perform your duties and responsibilities. In line with your position and salary, you undertake to perform unpaid overtime if necessary to complete any assigned task.
- 4.3 The Organization may require you from time to time, to travel to locations in India or overseas. The Organization may also require you to engage in travel on behalf of the Organization required by the nature of the business of the Organization. You expressly agree to accept such travel and hours of work without additional compensation. Reasonable and necessary professional expenses for travel and lodging, incurred by you, in furtherance of Organization business, shall be reimbursed to you in accordance with the standard policies of the Organization, as in effect from time to time, upon presentation of documentary evidence that is acceptable to the Organization.

5. HOLIDAY AND OTHER LEAVE ENTITLEMENTS

- 5.1 You will be entitled for 24 leaves annually (on a prorate basis – from your date of joining till 31st December of the calendar year). In addition to the recognized public holidays in India.
- 5.2 Leave Requests must be approved in advance by the direct Line Manager.
- 5.3 Accrued but unutilized paid leaves may be carried forward from one holiday year to another as per the organizations' policy.
- 5.4 Furthermore, upon termination of employment, there shall be no entitlement to payment in lieu of accrued but unutilized holiday during Probation period, however post probationary period/ notice of termination of employment from either side, if you have holiday entitlement still owing, Apex, may at its sole discretion require you to take accrued holiday entitlement during the notice period or pay you a sum of accrued holiday on a pro-rated basis during the full and final settlement.
- 5.5 You may also be entitled to avail sick leave and causal leave as per the Organization's policies, as amended from time to time.
- 5.6 The organization's sick leave entitlement is conditional upon full compliance with the organization's Sickness Absence Policy/ Process.

6. EXCLUSIVE NATURE OF POST

Under the terms of your employment with the organization, you may not engage in or be connected with any outside employment, appointments, or activities unless authorized in writing to do so by the organization. It is your ongoing responsibility to inform the




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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
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organization of any such activities.

7. GROUP CONFIDENTIALITY AND CONDUCT DECLARATION

You shall not (except in the proper course of your duties), either during employment or at any time after its termination (however arising), use or disclose to any person, organization or other organization whatsoever (and shall use your best endeavors to prevent the publication or disclosure of) any Confidential Information. This shall not apply to:

- (i) any use or disclosure authorized by the board of the organization, as required or permitted by law, or as required by any relevant Regulatory body;
- (ii) any information which is already in, or comes into, the public domain other than through your unauthorized disclosure; or

The definition of "Confidential Information" extends to all knowledge and information relating to the trade, business activities, operations, organization, finances, processes, dealings, specifications, methods, designs, formulae and technology of and concerning the organization, its affiliates, and any clients of the organization (and/or its affiliates) ("Confidential Information").

As a condition of your employment with the Organization, on or prior to joining, you will be required to execute with the Organization's **Group Confidentiality and Conduct Declaration**. The Organization reserves the right to terminate your employment in case of any breach or non-compliance on your part of the terms of such declaration. You may request for a copy of such declaration for your review prior to accepting our offer.

8. TERMINATION OF EMPLOYMENT AND GARDEN LEAVE

During the Probationary Period, the notice of termination required by you to the Organization is 30 days and 15 days' notice will be given to you if the notice of termination is initiated by the Organization. Upon successful completion of the Probationary Period, either party to this Employment Contract can terminate employment by giving no less than 90 days written notice to the other. Furthermore, please note:

- (i) Upon Serious misconduct, the organization reserves the right to terminate your employment without notice and make a payment of basic salary in lieu of notice (only) at its entire discretion.
- (ii) The organization shall be entitled to dismiss you at any time without notice (or payment in lieu of notice) if you commit gross misconduct and/or a serious breach of your obligations as an employee.
- (iii) On termination of your employment (however arising) you shall:




DIRECTOR

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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
Sector A-2, S No. 154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
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- //////////
- a. Immediately deliver to the organization all documents, books, materials, records, correspondence, papers and information (on whatever media and wherever located) relating to the business or affairs of the organization or any Group organization or its business contacts, any keys, credit card and any other property of the organization or any Group organization including any car provided to you, which is in your possession or under your control; and
 - b. Irretrievably delete any information relating to the business of the organization or any Group organization stored on any magnetic or optical disk or memory and all matter derived from such sources which is in your possession or under your control outside the organization's premises.

Garden Leave

Following service of notice to terminate the contract by either party, the Organization may place you on garden leave for the whole or part of the remainder of the notice period. During such time:

- (i) The Organization shall be under no obligation to provide any work to you and may revoke any powers you hold on behalf of the Organization or any Group entity;
- (ii) the Organization may require you to carry out alternative duties or to only perform such specific duties as are expressly assigned to you, at such location (including your home) as they may decide;
- (iii) You shall continue to receive your basic salary and all contractual benefits in the usual way and subject to the terms of any benefit arrangement;
- (iv) You shall remain an employee of the Organization and be bound by the terms of this agreement (including any implied duties of good faith and fidelity);
- (v) You may be excluded from any premises of the Organization, Group entity or any client;
- (vi) The Organization may require you not to contact or deal with (or attempt to contact or deal with) any officer, employee, consultant, client, customer, supplier, agent, distributor, shareholder, adviser or other business contact of the Organization or any Group entity;
- (vii) You must remain available for work and/or be contactable by the Organization during normal business hours; and

Unless specifically authorized by the Organization in writing, you must not undertake alternative employment during the garden leave period.

9. RESTRICTIVE COVENANTS



K. Nimrod

DIRECTOR

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



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For the protection of the Organization and its affiliates of its and their business divisions and, its and their confidential information, customer and client connections and the maintenance of a stable workforce, the Employee during employment, and upon termination of employment:

- (i) For a period of twelve months thereafter, shall not, on his own account or in conjunction with or on behalf of any other person, either directly or indirectly:
 - a) seek, canvas, solicit or accept from any person who was a Restricted Client any Restricted Business;
 - b) seek to persuade any Restricted Client not to conduct or renew any Restricted Business with the Organization or any of its affiliate, or to terminate any Restricted Business;
 - c) seek to employ, solicit or entice away from the Organization or any of its affiliates, any employee or worker who is engaged by the Organization or any of its affiliates in any capacity;
- (ii) For a period of six months thereafter, shall not, on his/her own account or in conjunction with or on behalf of any other person, either directly or indirectly:
 - a) deal or be involved with any person who was a Restricted Client in respect of any Restricted Business, in any manner which is likely to directly or indirectly compete with the Restricted Business;
- b) be employed or engaged by or engage in business with or act as a consultant to or an agent for, or participate in the ownership (subject to a maximum threshold of [2%] ownership), management, operation, control of, and be connected in any materially commercial manner with, any business (whether in corporate, proprietorship or partnership form) in a capacity that competes with the Restricted Business as conducted on the Termination Date, including any proposed business activities in the planning stage on the Termination Date;

Each of the obligations above is an entire, separate and independent restriction on the Employee, despite the fact that they may be contained in the same phrase and if any part is found to be invalid or unenforceable the Employee agrees that the remainder will remain valid and enforceable. Whilst the parties agree the restrictions above are considered to be fair and reasonable in the circumstances in order to protect the legitimate business interests of the Organization and its affiliates, the Employee further agrees that if any of them should be judged to be void or ineffective for any reason, but would be treated as valid and effective if part of the wording was deleted, they shall apply with such modifications as necessary to make them valid and effective.

For the purposes of the above:

"Restricted Business" means the activities of the operating division of the Organization




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



Apex Fund Services LLP,
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affiliate of the Organization to which the Employee is assigned and to whom they provide their services on the date of termination of the Employee's employment or at any time during the twelve month period immediately prior to the date of such termination and with which they were materially involved during the twelve month period immediately prior to the date of such termination.

"Restricted Client" means any person or Organization who or which on the date of termination of the Employee's employment or at any time during the twelve-month period immediately prior to the date of such termination was a client or customer of the Organization or an affiliate of the Organization in respect of the Restricted Business and with whom or with which during that period the Employee shall have had business dealings.

For the purposes of this section, the Organization is entering into these restrictions with the Employee on its own behalf and as agent for and/or as trustee of the business of the relevant division of the Organization or affiliate to which the Employee is assigned and to whom he provides his services.

Where these obligations apply during employment of the Employee, failure to comply with such obligations may result in disciplinary action, up to and including termination of employment.

The Employee agrees to disclose the provision of this clause 9 to any subsequent employer within the applicable periods of the Non-Competition and Non-Solicitation restrictions

10. DATA PROTECTION

We will collect and process information relating to you in accordance with the privacy notice which is available via our HR Information System (HRIS). You are required to sign and date the privacy notice via the HRIS.

You shall comply with the Organizations Data Protection Policy when handling personal data in the course of employment including personal data relating to any employee, worker, contractor, customer, client, supplier or agent of the Organization.

Failure to comply with the Organizations Data Protection Policy may be dealt with under our disciplinary procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal.

11. AUTHORITY TO BIND THE ORGANIZATION

11.1 Unless authorized by the Organization in writing you shall not sign any contract or agreement that binds the Organization or creates any obligation (financial or otherwise) upon the Organization.

11.2 You shall also not enter into any commitments or dealings on behalf of the Organization for which you have no express authority nor alter or be a party to any such



(Signature)
DIRECTOR

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



Apex Fund Services LLP,
NOB Building, First Floor, Office No 102,
Sector A-2, S. No. 154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email Id: info@apexfunds.in
Phone No.: +91 (0) 20 6740 0202

alteration of any principle or policy of the Organization or exceed the authority or discretion vested in you without the previous sanction of the Organization.

12. SENSITIVE AND PERSONAL DATA OR INFORMATION

The Organization may, in connection with your employment, collect sensitive personal data or information ("SPDI") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following:

- (i) the collection, use, processing and storage of your SPDI;
- (ii) the transfer worldwide of your SPDI held by the Organization to other employees and offices of the Organization's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law;
- (iii) that you shall have read and understood the Organization's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof;
- (iv) use of your personal images and voices in marketing material, videos, etc.; and
- (v) Treating any personal data to which you have access in the course of your employment strictly in accordance with Organization 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 you.

13. RESPONSIBILITY FOR LOSS OR DAMAGE CAUSED DUE TO NEGLIGENCE, MISCONDUCT ETC.

13.1 You shall be responsible for any of your act or conduct during the course of your employment with the Organization. If any loss or damage is caused to the Organization, its consultants, advisors, employees, officers, directors or entities with which the Organization has contracted, on account of the negligence, misbehavior or misconduct on your part, the Organization shall be entitled to seek compensation for such damage or loss from you.

13.2 In case you fail to compensate the Organization within ten (10) days of the demand made by the Organization, the Organization shall be entitled to make deductions of the said amount as permissible under the applicable law from the remuneration payable to you by the Organization and/or the Organization reserves the right to subject you to strict disciplinary action including but not limited to termination of employment with the



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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
Sector A-2, S. No. 154/5, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email id: apex@apexfund.in
Phone No.: +91 (0) 20 6740 0202

Organization.

14. THIRD PARTY RIGHTS

No one other than you and the Organization shall have any right to enforce any terms of this agreement.

15. INDEMNITY

You shall indemnify and hold the Organization harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your act or omission to the Organization, agents, principals or its employees or representatives which constitutes a breach of the term of your employment or negligent performance of your duties as expected from you while in employment of the Organization.

16. NON-DISPARAGEMENT

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

17. ORGANIZATION'S POLICIES

You shall comply with the Organization's policies, rules and procedures as may be drafted, enforced, amended and/or altered from time to time during the course of your employment.

18. RETURN OF DOCUMENTS AND ORGANIZATION PROPERTY

18.1 On termination of your employment you shall return to the Organization all the assets and property documents, files, books, papers, information, memos, compact disks, data files or other computer programs, confidential information of the Organization or any other property and equipment belonging to the Organization in your possession or under your control (this includes all IP and any leased properties). You will be liable to pay damages including cost of such goods, equipment etc. as may have been provided to you by the Organization in case you fail to return the same in good condition. The Organization may also require you to sign a Separation and Release Agreement without any additional compensation.



K. Nimra

DIRECTOR

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



Apex Fund Services LLP,
NOB Building, First Floor, Office No 102,
Sector A-2, S No. 154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email Id: apex@apexfunds.in
Phone No.: +91 (0) 20 6740 0202

18.2 You shall also return to the Organization any Letter of Authority or Power of Attorney on demand or on termination of your employment.

19. NOTICES

19.1 All notices, consents or other communications made either by you or the Organization will be in writing and personally delivered or transmitted by registered post acknowledgment due or courier or by facsimile or by email.

19.2 You shall keep the Organization informed about your latest postal address at all times and intimate in writing in case of a change in address. Any communication sent to you by the Organization on your last known address (as intimated by you) shall be deemed to have been duly served upon you. In addition, you shall inform the Organization, in writing, about any change in your name/surname with supportive documents facilitating updating of the Organization's record and for taking up such administrative actions which may be necessary as a consequence of change in name/surname etc.

20. GOVERNING LAW AND DISPUTE RESOLUTION

Your employment with the Organization shall be governed and construed in accordance with the laws of India. Any dispute that may arise with respect to your employment or its terms shall be submitted for resolution by a sole arbitrator appointed jointly by the parties within 30 days from the date of dispute, failing which the arbitrator shall be appointed as per the terms of the Indian Arbitration & Conciliation Act, 1996 ("**Arbitration Act**"). Such arbitration shall be governed by the Arbitration Act. The award made by the sole arbitrator shall be binding on both parties. The language of the arbitration shall be English. The seat of the arbitration shall be Pune. You agree to sign such further documents as required by the Organization for the purposes of resolving any dispute by way of arbitration.

21. REPRESENTATIONS AND WARRANTIES

You hereby represent to the Organization that:

- you are legally permitted to reside and be employed in India;
- you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- you have accepted these terms and conditions only after having had the opportunity to seek clarification;
- you have not been subjected to duress or undue influence of any kind to accept

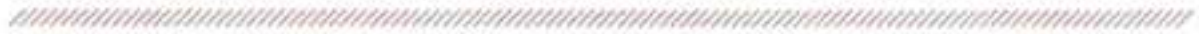

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune


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



Apex Fund Services LLP,

NOB Building, First Floor, Office No 102,
Sector A-2, S No. 154/6, Blue Ridge, Hinjewadi,
Pune-411047, Maharashtra
LLPIN: AAL-4130
Email Id: apex@apexfunds.in
Phone No.: +91 (0) 20 6740 0202



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 Organization or any of its representatives, agents or employees;
- f. these terms and conditions are in all respects reasonable and necessary to protect the legitimate business interests of the Organization;
- g. you have all requisite power and authority, and do not require the consent of any third party to accept our offer; and
- h. You are not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person, organization or body corporate.



DIRECTOR

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



HEALTH STACK

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Certificate Of Completion

To whomsoever it may concern

This is to certify that Mr. Krish Parmar has successfully completed 'Health Stack' on 08-07-2023 according to specification mentioned in the business requirement document.

Work Order Number : 213568

HEALTH STACK

Work Period: 06-05-2023 to 18-07-23

Phone: 9113826251

Email ID: varadhospitalpune@gmail.com

Shakuntal Heights Maalwale Nagar No 2

Kiwale-Nigdi BRT Road PCMC, Pune(MS)



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

TO WHOM IT MAY CONCERN

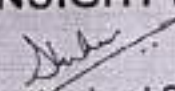
This is to certify that **Ms. Mansi Jitendra Sahuji** Student of Masters of Computer Science From **Dr. D. Y. Patil Institute of MCA and Management Studies** has successfully completed a Three-month internship as a **Android Developer Intern** at **Insight Media**, located in **Chh. Sambhajnagar, Maharashtra**. The internship period was from **April 23, 2023 to July 23, 2023**.

During the internship, **Ms. Mansi Jitendra Sahuji** has shown dedication, commitment, and a willingness to learn. Her contributions have been valuable to the company, and we are confident that she will continue to excel in her career.

We wish her all the best for her future endeavors.

Warm regards.

INSIGHT MEDIA


Authorised Signatory




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



BHARATI VIDYAPEETH (DEEMED TO BE UNIVERSITY), PUNE, INDIA
COLLEGE OF AYURVED AND HOSPITAL, PUNE

Pune-Satara Road, Pune-411043.

Ph. No: 020 - 4055600

Date: 10-07-2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Megha Sunil Bansode** student pursuing her two year full time Master's Degree in Computer Applications(MCA) from **D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi-Pune** has partially completed a project titled "**Child Vaccination Tracker**" for our hospital.

She has done project during 15th May 2023 to till date.

We wish her every success in life. This letter is solely issued for college purpose only.

Kind Regards,

Pai
 10/07/23
Dr. Pritam Pai

BAMS MD(Balrog)
Dr. Preetnam Patil

Reg. No. 1-56077
 MD
 Balrog Department
 Bharati Ayurved Hospital & Research Centre
 Dhankawadi, Pune - 411043



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K. Nimra

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



Dear Monu Yadav,
monuyadav77659@gmail.com
+91 620 047 3740

We are very happy to welcome you to the team here at Börm Bruckmeier Infotech India Private Limited.

You are joining us at an important time for the company, as we are progressing ahead. We are hopeful that your skills, experience, & commitment will be valuable assets for the team.

Your offer details are as follows:

1. Designation: Junior Software Developer
2. Remuneration (CTC): 5 LPA with effect as on beginning of July/August 2023. Remuneration breakup details attached as an annexure to this offer.
3. Notice period: 90 days
4. Medical Insurance is covered where 25% contribution is paid by the employee and 75% contribution is paid by the employer for a year.
5. Total leaves – 20 per year
6. Probation period – 3 months

Your date of joining should be July 1, 2023.

At the time of joining, you will get a joining letter according to the terms discussed and agreed with you in our discussions.

In the meantime, don't hesitate to contact if you should have any questions or concerns.

We are looking forward to working with you and are certain that you are going to be a great fit for the team.

Thanking you for your interest to work with Börm Bruckmeier Infotech India Private Limited.

Welcome aboard!!!

Kapil Lokhande

Kapil Lokhande
Chief Technology Officer

<https://www.media4u.com/>
kapil.lokhande@media4u.com



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

Date: 28 December 2022	Place: Pune
Börm Bruckmeier Infotech India Private Limited, Plot No. 552, Sector-28, PCNTDA, Ganganagar, Nigdi, Pune -411044. www.media4u.com	



ANNEXURE - I

Remuneration breakup details	
Name	Mr. Monu Yadav
Designation	Junior Software Developer
Date of Joining	01-July-2023
Effective from	01-July-2023
1. Monthly Components	
BASIC SALARY	20,834
HRA	8,334
CONVEYANCE	2,000
MEDICAL ALL.	2,000
EDUCATION	1,000
OTHER ALL.	5548
MONTHLY GROSS SALARY	39,716
2. DEDUCTIONS	
PF CONTRIBUTION EMPLOYEE	1,800
PF CONTRIBUTION EMPLOYER (INCL. TAX)	1,950
PROFESSIONAL TAX	200
FIXED GROSS SALARY (MONTHLY)	37,716
FIXED GROSS SALARY (ANNUALLY)	4,52,592
TOTAL CTC	5,00,000
Income tax deductions is not calculated anywhere in the above remuneration breakup structure.	



K. Nimra

DIRECTOR

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



BFL Offer Letter - Punam Chiple

3 messages

Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Mon, 30 Jan 2023 at 7:55 pm

To: punam5chiple@gmail.com <punam5chiple@gmail.com>

Cc: Sanchita Palande <sanchita.palande@theblueflamelabs.com>, Nikhil Mehta

<nikhil.mehta@theblueflamelabs.com>, Sahebkour Kung <sahebkour.kung@theblueflamelabs.com>, Suva

Dasgupta <suva.dasgupta@theblueflamelabs.com>

Dear Punam,

Congratulations!

With reference to the recruitment drive and further interview process, We are glad to inform you that you have cleared all round of interviews with us.

We're delighted to extend this offer of employment for the position of **Associate Technical Consultant** with Blueflame Labs Pvt. Ltd. Your annual earning including salary allowance and statutory payment as applicable will be total **INR 3.6 LPA**.

Your expected Date of Joining will be on **Monday, 6th February 2023** and Reporting timing is **11:30am**. You will receive detailed Appointment Letter at the time of your joining.

You shall be on probation for the initial period of **3 months**. During this period, if the performance is found unsatisfactory, either the probation period will be extended to a maximum of an additional 3 months, or services will be terminated. All terms and conditions will be applicable as per the company policies.

On reporting you need to bring below Documents original & submit the scan copies to HR.

- 1) All Educational Certificates, Mark sheets and certificates of Professional Courses.
- 2) Internship letter and certificates.
- 3) Passport, Pan card and Aadhar Card.
- 4) Valid Visa copies of any country stamped on your passport.
- 5) 2 passport size photographs.
- 6) Parent/ Guardian acknowledgement Letter with ID proof
- 7) Guardian's KYC



DIRECTOR

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

Wish you all the very best for your exams & hoping to see you soon as a part of BFL family.

Kindly acknowledge the same by replying to this email on or before , **31st January 2023**.

Please feel free to connect with us for any additional clarification.

Best Regards,

Pooja Pandey

HR Manager

M: +91 7972247427

Blue Flame Labs | FireITup with our recent Blog

Salesforce | Microsoft | AWS | NetSuite | Full Stack

This e-mail and any files transmitted with it are confidential. If you have received this e-mail in error, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee you should not disseminate, distribute or copy this e-mail.

Punam Chiple <punam5chiple@gmail.com>
To: Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Tue, 31 Jan 2023 at 6:40 pm

I accepted the offer.

Dear Ma'am

I would like to thank you for offering me the job offer of **Associate Technical Consultant** in your prestigious organization.

I am delighted to accept your job offer and looking forward to joining.

I am excited to be a part of the organization and make my notable contribution.

Thanks and Regards

Punam S Chiple

[Quoted text hidden]

Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Mon, 6 Feb 2023 at 11:42 am

To: Punam Chiple <punam5chiple@gmail.com>

Cc: Sanchita Palande <sanchita.palande@theblueflamelabs.com>, Nikhil Mehta

<nikhil.mehta@theblueflamelabs.com>, Saheb Kour Kung <saheb kour.kung@theblueflamelabs.com>, Suva

Dasgupta <suva.dasgupta@theblueflamelabs.com>

Hi Punam,

Thank you for your email. We officially confirmed your extended date of joining on Tuesday, 7th February 2023.

All the best for your exam!



K. Nimrah

DIRECTOR

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

Best Regards,

Pooja

{Quoted text hidden}
{Quoted text hidden}

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

From: Punam Chiple <punam5chiple@gmail.com>

To: Pooja Pandey <pooja.pandey@theblueflameclabs.com>

Cc:

Bcc:

Date: Sat, 4 Feb 2023 07:51:39 +0000

Subject: Regarding joining date

Respected Ma'am,

There is an exam on the 6 feb 23. I am unable to join the office. So can you please shift my joining date from 6th feb 23 to 7th feb 2023



Thank you
Punam S Chiple



To whom so ever it may concern

This is Certified That **Niranjan Hari Bhosale** student D. Y. PATIL INSTITUTE OF MASTER OF COMPUTER APPLICATION Akurdi & Studying in **MCA** has worked with us as an Intern from 9th March 2023 at India Tech Soft Pvt. Ltd, Pune Under the Guidance of Mr. Vivek and Amit Sonar. He is working on Project and Will be completing the project by July 2023

Documentation of the Application in the project report is not feasible due to its confidential nature. The Interns are not allowed to share the application outside the work space.

We wish his all success in his future endeavors.
Sincerely,

Sign of
PROJECT GUIDE



Sign of
(CEO)



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

BAJAD HOSPITAL AND PRASUTIGRUH

Dr. Ram Bajad
(07252) 65789
07947446984

Dr. Vrushali R. Bajad
MBBS, DGO
Gynaecologist & Obstetrician
Reg. No. 81975

Address _____

Weight _____

This is to certify that **Mr. Prafull Santosh Chavhan** student of **Dr. D.Y. Patil Institute Of Masters Of Computer Applications and Management Akurdi, Pune.** He has successfully completed the project assigned to him entitled - **"Distributed E-HealthCare System"** with the duration of **11th April 2023 to 30th July 2023.**

The project was completed in accordance with the owner issued guidelines.



K. Nimble
DIRECTOR

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

Kind Regards,

Bajad Hospital Washim

Bajad
Dr. Ram Bajad
MBBS, DCH, DNB
Paediatrician
Reg. No. 77137

Vrushali
Dr. Vrushali R. Bajad
MBBS, DGO
Gynaecologist & Obstetrician
Reg. No. 81975



Ellison Electronics

Address: Hartwood Akurdi Main Road Near Vishal Mandir Pune-411055

410

Ref. No. : ETIS012

Date: - 01 /06/2023

Project Completion Certificate

This is to certify that **Pranav Khedkar**, a student of **MASTER OF COMPUTER APPLICATION** from **Dr. D Y Patil Institute of MCA, Akurdi** has been working on the project Ellison Electronics. He has completed all the requirements as given to him from 1st Feb 2023 to 1st June 2023. During this period he has found punctual, hardworking and Inquisitive. We wish him success in future endeavors. This letter is issued for college purpose only.

Thanks and Regards

Authorized Signature

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K. Nimish

DIRECTOR

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

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Infinitext Training Institute



Email :- info@ITInstitute.com , Class@ITInstitute.com

Phone no. :- 9309183611 Add. :- Thane, Mumbai 400080

Letter No : PT/P6/01-22/23

Date : 01/08/2023

TO,

Technical Department,

Dr.D.Y. Patil Institute of MCA,

Akurdi, Pune

This is to certify that **Pansare Prathamesh Arun** , the student from the **Dr.D.Y. Patil Institute of MCA, Akurdi, Pune** have carried out a project entitled **Twitter Web Clone** in our organization from 01st August , 2023 as part of MCA Semester IV

He has completed the project to our best satisfaction. Throughout their project training, we found them to be sincere and hardworking.

We wish him all the best in all their future endeavours.

Your Sincerely,
For Infinitext Training Institute Ltd.

100

Rushi Mehta
Training Officer
Infinitext Training Institute Ltd.



K. Nimra

DIRECTOR

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



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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: 3517139

Letter of Intent ("LOI")

December 18, 2022

Dear Priya Basavaraj Patil,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if




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

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

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

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further




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

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI 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.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com , please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.




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ANNEXURE 1

Priya Patil, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village: Ban, Taluka: Mulshi, Pune-411057, Maharashtra, India. Tel: +91 20 6699 1005 | Fax: +91 20 6699 5050 | CIN: U85110PN1923PLA045950



A handwritten signature in blue ink, appearing to read "K. Nimola".

DIRECTOR

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Akurdi, Pune-411 044



Reserve Bank Information Technology Pvt. Ltd.

102 Building No. 1
Mansarovar Road, 4th Floor
Navi Mumbai 406 006

rebit.in

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ReBIT/Recruitment/TE/1602/24/08/2023

24 August 2023

To
Ms Priyanka Gaikwad,
808, Krushnai Impirio,
Sector 29, Shinde Vasti,
Ravet, Pune,
Maharashtra 412101

Dear Ms Priyanka,

Subject: Conditional Offer for Fixed-Term Employment

Reserve Bank Information Technology Private Limited ("Company") is hereby pleased to offer you an opportunity for full-time employment in the position of **Engineer- Trainee** on probation basis and for a fixed term of five (5) years. This term can be further extended at the Company's discretion commencing from the date of joining. On completion of three (3) years from the date of commencement of your employment, the Company shall comprehensively assess and review your performance. Based on such assessment and review, the Company shall take the decision in good faith in relation to the continuation of your employment for the remainder of the term of your employment.

This offer is valid till 27th August 2023. Should you accept our offer, you shall (i) report to a person of such function/designation as may be decided by the Company and shall follow the directions given by such person and (ii) report to the company's office at Navi Mumbai on 04 September 2023, or such later date as communicated by the Company.

Your total all-inclusive gross annual compensation will be **4,50,000 (₹ Four Lakh Fifty Thousand)** would be the fixed component as communicated to you by the Company.

Additionally, the Company will provide you with relocation benefits up to **Rs. 60,000 (Rs. Sixty Thousand)** or the actual expenses that you have incurred in order to relocate, whichever is lesser. In order to claim the relocation benefits you will have to submit original copies of your travel tickets (limited to self and spouse) receipts towards transportation of household goods and transit stay receipts. The relocation benefits may also be subject to any additional Company policies that may be provided from time-to-time. Please note that all payments by the Company shall be subject to statutory deductions and contributions.

The terms and conditions of your employment with the Company are set out in **Annexure 1** to this letter.



K. Nimbh

DIRECTOR

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Your offer and employment will be valid subject to submission of your completed final year marksheets and certificates.

Our offer is also conditional upon satisfactory feedback from your references and necessary background, medical, credit/financial and criminal records checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all 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 the Company in this offer for employment. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever, in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Company.

If you wish to accept our offer terms and conditions, please sign and return a copy of this letter (along with the annexures) within three (3) days of receipt of this letter, to the undersigned. This offer shall automatically lapse unless you confirm your acceptance of it and return a copy within the prescribed time.

Should you accept this offer, you are requested to provide the Company with copies of the following documents (if not provided earlier) along with two (2) recent passport-sized photographs:

1. Relieving letter issued by your most recent employer
2. Most recent passport
3. Relevant educational certificates
4. Last drawn pay-slip
5. Permanent Account Number (PAN) of Income Tax
6. Provident Fund account number (if applicable)

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact Human Resources department on desk number +91 2250233239.

Yours sincerely,

Shenoy Balaraman
Vice President - Human Resources.
Reserve Bank Information Technology (P) Ltd.



K. Nimish
DIRECTOR

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

Acceptance

I hereby accept the terms and conditions of this offer for employment with the Company and agree to join on _____ or such later date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: _____




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Annexure I

Terms and Conditions of Fixed-Term Employment

Please find the CTC break up of ₹ 4,50,000/-

PARTICULARS	MONTHLY BREAK-UP	ANNUAL BREAK-UP
BASIC EARNINGS		
BASIC SALARY	₹ 17,775	₹ 2,13,300
HRA	₹ 8,888	₹ 1,06,650
SPECIAL ALLOWANCE ²	₹ 6,888	₹ 82,550
TOTAL..... (A)	₹ 33,550	₹ 4,02,500
BENEFITS		
EMPLOYER PROVIDENT FUND	1,800.00	₹ 21,600
EDLI & EPF ADMIN CHARGES	₹ 150	₹ 1,800
TOTAL..... (B)	₹ 1,950	₹ 23,400
STANDARD DEDUCTIONS		
EMPLOYEE P F	₹ 1,800	₹ 21,600
PROFESSIONAL TAX	₹ 200	₹ 2,500
TOTAL..... (C)	₹ 2,000	₹ 24,100
TOTAL (A+B+C) - (Net Salary)	₹ 37,500	₹ 4,50,000
TOTAL CTC		₹ 4,50,000



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Flexi Benefit Plan – Table. A*	
LIST OF FLEXI BENEFITS (optional)	MAXIMUM AMOUNT ALLOWED
Children Education Allowance	₹ 2,400/- Per Year
Books & periodicals Allowance	₹ 12,000/- Per Year
Mobile/Internet Allowance	₹ 50,000/- Per Year
Sodexo Meal Card	₹ 30,000/- Per Year
Professional Pursuit/Research Allowance	₹ 50,000/- Per Year

**The special allowance component will get reduced by the amount of flexi benefit opted.*

1. INTRODUCTION

Our offer of employment is based on the particulars, information and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment.

2. PROBATION

Your employment will be subject to 6 months' initial probationary period which period shall commence from the date of your joining the Company. If your performance is satisfactory to the Company during this period, then your appointment shall stand automatically confirmed.

3. INITIAL TRAINING

As a condition of your employment with the Company, you will be required to undergo certain specialized training at the cost, resource and expense of the Company. In consideration thereof, you shall be required to work for the Company for a minimum period of 24 months from the date of your joining and you hereby undertake that you will not leave, resign, abandon or give cause for termination of your employment for any reason whatsoever and failing which, you would be liable to bear monetary liabilities to the extent of the cost of training.

4. DUTIES AND RESPONSIBILITIES, TRANSFER, ETC.

4.1 Your important duties and responsibilities, will be communicated to you by your supervisor, orally or in writing, from time to time. You may be required to perform other duties as required by the Company from time to time. You shall not refuse to perform other duties and undertake responsibilities as and when called upon by your reporting manager, if any.



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K. Nimbh
DIRECTOR
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4.2 Depending on business needs, the Company may, at its sole discretion, change your designation or transfer you to any other team, department or offices of the Company or of its affiliates.

4.3 The Company has a right to assign, second or depute you to any affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may be having interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. In all such cases of transfer you will be governed by the relocation policies and policies of the Company existing at that time.

4.4 You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. Since our offer is for a full-time employment with the Company (for a fixed-term), while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

4.5 During the course of your employment, the Company may require you to cooperate with other consultants, advisors, employees, officers and directors of the Company and entities with which the Company has contracted, currently or in future.

4.6 You shall deliver reports, assignments to the Company in the manner prescribed by the Company and in accordance with the requirements of the entities with which the Company has contracted, currently or in future.

4.7 In addition to your day-to-day responsibilities, you are also expected to record and report information concerning your work. You are required to record information accurately, honestly, and maintain and submit to Company's corporate office, records of financial transactions as per policies, rules and regulations of the Company.

4.8 During the course of your employment, in addition to your assigned tasks and work responsibilities, the Company may require you to interact and work directly or indirectly with external entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Company through courteous conduct, positive behaviour, cooperative attitude and working skills so that the reputation and goodwill of the Company is enhanced and not adversely effected. Any omission or commission on your part, brought to the notice of the Company may result in strict disciplinary action against you, including but not limited to termination of employment.

4.9 Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to




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time, including those as may be provided in the Company's Employee Handbook, service rules, code of conduct, etc.

4.10 You shall be medically fit to perform the duties assigned to you. You may be required by the Company to undergo a medical assessment from time to time to determine whether you are medically fit.

4.11 You shall not make any false, defamatory or disparaging statements about the Company, its employees, officers or directors.

4.12 You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be disclosed to the Company. Further, you shall not accept, solicit, or seek any outside employment or office, whether stipendiary or honorary without the prior authorization of the Company.

4.13 Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India. 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.

4.14 From time to time, the Company may require you to undergo specialised training, whether onsite or offsite, in order to enhance your skills and capabilities. Such training is also likely to enhance your career prospects. As a result, and as a condition of our offer, the Company may require you to sign a training bond and provide a commitment to work and remain in the Company's employment for a minimum term as provided in the training bond, failing which you shall be liable to reimburse the training expenses and pay liquidated damages to the Company.

5. REMUNERATION AND BENEFITS

5.1 Your total all-inclusive gross annual compensation shall be as provided in the offer letter. Your salary, payable on a monthly basis, shall be inclusive of the applicable statutory benefits, if any, and tax to be deducted at source by the Company. Any contributions (including but not limited to any provident fund contributions) to be made by the Company on your behalf shall be deducted from your salary.



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5.2 Your compensation may be amended from time to time by the Company at its sole discretion. You understand and acknowledge that that any future increments, promotions or any other incentives shall be based on your performance during employment and solely at the discretion of the Company.

5.3 You will be covered under Group health policy of Rs. 6,00,000 (Six Lakh). The family definition would be self, Spouse, two children's and Parents.

5.4 You will be covered under term life insurance.

5.5 You will be entitled for the Gratuity as per the provision of Gratuity Act, 1972.

6. WORK LOCATION AND HOURS OF WORK

6.1 You shall report to the Company's offices, currently located at Mumbai. The Company reserves the right to change the office location or relocate you, as may be desired by the Company from time to time.

6.2 You shall work as per the stipulated days and hours per week although the Company may require you to work additional hours as are necessary to properly and effectively perform your duties and responsibilities.

5.3 The Company may require you from time to time, to travel to locations in India or overseas and work out of client's sites. The Company may also require you to engage in travel on behalf of the Company, and to work night hours, required by the nature of the business of the Company. You expressly agree to accept such travel and hours of work without additional compensation. Reasonable and necessary professional expenses for travel and lodging, incurred by you, in furtherance of Company business, shall be reimbursed to you in accordance with the standard policies of the Company, as in effect from time to time, upon presentation of documentary evidence that is acceptable to the Company.

7. HOLIDAY AND OTHER LEAVE ENTITLEMENTS

7.1 You are entitled to annual leave (pro-rated for any incomplete year of your employment with the Company) as per the policies of the Company.

7.2 You may also be entitled to avail sick leave and causal leave as per the Company's policies.

8. CONFIDENTIALITY, INVENTION ASSIGNMENT, NON-COMPETE AND NON-SOLICITATION AGREEMENT

As a condition of your employment with the Company, on or prior to joining, you will be required to execute with the Company, a **Confidentiality, Invention Assignment, Non-Compete and Non-Solicitation Agreement**, as per a draft provided by the Company. The Company reserves the right to terminate your employment in case of any breach or non-compliance on your part of the terms of such agreement. You may request for a copy of such agreement for your review prior to accepting our offer.



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9. EXPIRY AND TERMINATION OF EMPLOYMENT AND GARDEN LEAVE

9.1 Your employment with the Company will automatically expire upon completion of the fixed term period as envisaged in the offer letter, unless terminated earlier. The employment is for a fixed term in view of the nature of your work being time-bound based on specific projects relating to highly technical and advanced areas of technology and cyber security. The Company may however, in its sole discretion, renew the term of your employment in the event that the time-bound projects that you are working on are not completed within the term mentioned above.

9.2 During the probationary period your employment can be terminated by the Company as per applicable law. Post the probationary period, your employment may be terminated at any time by either party giving the other, 90 days' notice in writing ("**Notice Period**"). The Company may in its sole discretion decide to pay you in lieu of the Notice Period or part thereof. In case you have given a notice to resign from services, you are expected and required to diligently serve the entire Notice Period. However, in such a situation, the Company may, at its sole discretion, without being obligated to do so, require you to leave service at any time during the Notice Period without any payment for the balance unexpired portion of the Notice Period.

9.3 Notwithstanding the provisions of Clause 8.2 or anything else to the contrary, the Company may terminate your employment with immediate effect without notice or payment in lieu of notice, for any of the following reasons:

9.3.1 fraudulent, dishonest or undisciplined conduct on your part, including dishonest or wrongful disclosure of your bio-data or information at the time of interview, appointment or during the course of employment;

9.3.2 you are found to have wilfully suppressed material information at the time of interview, appointment or during the course of employment;

9.3.3 your breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's property;

9.3.4 your failure to comply with the directions given to you by your manager or any other authorised person;

9.3.5 your insolvency or conviction for a criminal offence or you are found to be involved in any act which is punishable as an offence under the Indian Penal Code, 1860 within or outside the premises of the Company;

9.3.6 your breach of the terms or conditions or the Company's policies or other directions of the Company;

9.3.7 you abetting a strike in contravention of any law for the time being in force;



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

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9.3.8 your unauthorised absence for a continuous period of 7 days from work (including due to unapproved overstay of leave/ training);

9.3.9 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;

9.3.10 Any misconduct on your part, as provided under law and/or under the Company policies.

9.4 In case you are charged with or to be charged for any act of misconduct, you may be suspended from service pending enquiry.

9.5 Your employment with the Company shall automatically terminate upon your permanent disability, mental or physical illness which may hamper your working efficiency and performance or death.

9.6 The Company shall be entitled to place you on 'garden leave' during any period of notice. During garden leave you shall continue to be employed by the Company and shall be paid your annual salary and other applicable benefits. The Company reserves its right during garden leave to:

9.6.1 cease to vest in or assign to you any powers or duties or to provide any work to you;

9.6.2 change your designation or duties as the Company decides appropriate;

9.6.3 prevent you contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;

9.6.4 exclude you from the premises of the Company; and/or

9.6.5 Announce to employees, clients, customers, vendors and other relevant persons of the Company that you have been given notice of termination or have resigned.

You hereby acknowledge and confirm to comply with any conditions laid down by the Company during the period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all of the obligations contained in this letter.

9.7 The Company may set off any amounts owing and payable by you to the Company at the date of expiry or termination against any amount then payable to you by the Company.

9.8 If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganization of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and if you have been offered employment with the company succeeding to the Company upon such event on terms no less favorable to you than the terms in effect under this Agreement then, you shall have no legal or contractual claim against the Company by reason of the termination of the employment.



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

DIRECTOR

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9.9 You hereby agree that if the expiry or prior termination of your employment is found to be wrongful by an appropriate court in India, based on a non-appealable order, the maximum liability of Company shall not exceed your fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate you in employment.

9.10 Upon expiry or prior termination of your employment with the Company for any reason, the Company may require you to sign a Termination Certificate as per the draft provided by the Company, at no additional consideration or payment.

10. AUTHORITY TO BIND THE COMPANY

10.1 Unless authorised 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.

10.2 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.

11. SENSITIVE AND PERSONAL DATA OR INFORMATION

The Company may, in connection with your employment, collect sensitive personal data or information ("SPDI") relating to you, with reference to the duties performed by you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's worldwide organisation and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal images and voices in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your 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 you.

12. RESPONSIBILITY FOR LOSS OR DAMAGE CAUSED DUE TO NEGLIGENCE, MISCONDUCT ETC.

12.1 You shall be responsible for any of your act or conduct during the course of your employment with the Company. If any loss or damage is caused to the Company, its consultants, advisors, employees, officers, directors or entities with which the Company has contracted, on account of the negligence, misbehaviour or misconduct on your part, the Company shall be entitled to seek compensation for such damage or loss from you.




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11.2 In case you fail to compensate the Company within ten (10) days of the demand so made by the Company, the Company shall be entitled to make deductions of the said amount as permissible under the applicable law from the remuneration payable to you by the Company and/or the Company reserves the right to subject you to strict disciplinary action including but not limited to termination of employment with the Company.

13. INDEMNITY

You shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your act or omission to the Company, agents, principals or its employees or representatives which constitutes a breach of the term of your employment or negligent performance of your duties as expected from you while in employment of the Company.

14. 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.

15. COMPANY'S POLICIES

You shall comply with the Company's policies, rules and procedures as may be drafted, enforced, amended and/or altered from time to time during the course of your employment.

16. RETURN OF DOCUMENTS AND COMPANY PROPERTY

15.1 On expiry or prior termination of your employment you shall return to the Company all the assets and property documents, files, books, papers, information, memos, compact disks, data files or other computer programs, confidential information of the Company or any other property and equipment belonging to the Company in your possession or under your control (this includes all IP and any leased properties), You will be liable to pay damages including cost of such goods, equipment etc., as may have been provided to you by the Company in case you fail to return the same in good condition.

15.2 You shall also return to the Company any Letter of Authority or Power of Attorney on demand or on expiry or termination of your employment.

17. NOTICES

16.1 All notices, consents or other communications made either by you or the Company will be in writing and personally delivered or transmitted by registered post acknowledgment due or courier or by facsimile or by email.




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16.2 You shall keep the Company informed about your latest postal address at all times and intimate in writing in case of a change in address. Any communication sent to you by the Company on your last known address (as intimated by you) shall be deemed to have been duly served upon you. In addition, you shall inform the Company, in writing, about any change in your name/surname with supportive documents facilitating updating of Company's record and for taking up such administrative actions which may be necessary as a consequence of change in name/surname etc.

18. GOVERNING LAW AND JURISDICTION

Your employment with the Company shall be governed and construed in accordance with the laws of India and the courts in Mumbai, Maharashtra shall have exclusive jurisdiction over any dispute that may arise with respect to your employment or its terms.

19. REPRESENTATIONS AND WARRANTIES

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;
- f. these terms and conditions are in all respects reasonable and necessary to protect the legitimate business interests of the Company;
- g. you have all requisite power and authority, and do not require the consent of any third party to accept our offer; and
- h. You are not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other person, organization or body corporate.

Agreed and accepted:

Sign: _____

Name: _____

Date: _____



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

DIRECTOR

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



BFL Offer Letter - Punam Chiple

3 messages

Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Mon, 30 Jan 2023 at 7:55 pm

To: punam5chiple@gmail.com <punam5chiple@gmail.com>

Cc: Sanchita Palande <sanchita.palande@theblueflamelabs.com>, Nikhil Mehta <nikhil.mehta@theblueflamelabs.com>, Sahebkour Kung <sahebkour.kung@theblueflamelabs.com>, Suva Dasgupta <suva.dasgupta@theblueflamelabs.com>

Dear Punam,

Congratulations!

With reference to the recruitment drive and further interview process, We are glad to inform you that you have cleared all round of interviews with us.

We're delighted to extend this offer of employment for the position of **Associate Technical Consultant** with Blueflame Labs Pvt. Ltd. Your annual earning including salary allowance and statutory payment as applicable will be total **INR 3.6 LPA**.

Your expected Date of Joining will be on **Monday, 6th February 2023** and Reporting timing is **11:30am**. You will receive detailed Appointment Letter at the time of your joining.

You shall be on probation for the initial period of **3 months**. During this period, if the performance is found unsatisfactory, either the probation period will be extended to a maximum of an additional 3 months, or services will be terminated. All terms and conditions will be applicable as per the company policies.

On reporting you need to bring below Documents original & submit the scan copies to HR.

- 1) All Educational Certificates, Mark sheets and certificates of Professional Courses.
- 2) Internship letter and certificates.
- 3) Passport, Pan card and Aadhar Card.
- 4) Valid Visa copies of any country stamped on your passport.
- 5) 2 passport size photographs.
- 6) Parent/ Guardian acknowledgement Letter with ID proof
- 7) Guardian's KYC



DIRECTOR

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

Wish you all the very best for your exams & hoping to see you soon as a part of BFL family.

Kindly acknowledge the same by replying to this email on or before , **31st January 2023**.

Please feel free to connect with us for any additional clarification.

Best Regards,

Pooja Pandey

HR Manager

M: +91 7972247427

[Blue Flame Labs](#) | FireITup with our recent [Blog](#)

Salesforce | Microsoft | AWS | NetSuite | Full Stack

Punam Chiple <punam5chiple@gmail.com>
To: Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Tue, 31 Jan 2023 at 6:40 pm

I accepted the offer.

Dear Ma'am

I would like to thank you for offering me the job offer of **Associate Technical Consultant** in your prestigious organization.

I am delighted to accept your job offer and looking forward to joining.

I am excited to be a part of the organization and make my notable contribution.

Thanks and Regards

Punam S Chiple

[Quoted text hidden]

Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Mon, 6 Feb 2023 at 11:42 am

To: Punam Chiple <punam5chiple@gmail.com>

Cc: Sanchita Palande <sanchita.palande@theblueflamelabs.com>, Nikhil Mehta

<nikhil.mehta@theblueflamelabs.com>, Sahebkour Kung <sahebkour.kung@theblueflamelabs.com>, Suva

Dasgupta <suva.dasgupta@theblueflamelabs.com>

Hi Punam,

Thank you for your email. We officially confirmed your extended date of joining on Tuesday, 7th February 2023.

All the best for your exam!




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

Best Regards,

Pooja

[Quoted text hidden]
[Quoted text hidden]

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

From: Punam Chiple <punam5chiple@gmail.com>

To: Pooja Pandey <pooja.pandey@theblueflamelabs.com>

Cc:

Bcc:

Date: Sat, 4 Feb 2023 07:51:39 +0000

Subject: Regarding joining date.

Respected Ma'am,

There is an exam on the 6 feb 23. I am unable to join the office. So can you please shift my joining date from 6th feb 23 to 7th feb 2023.

Thank you
Punam S Chiple



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

DIRECTOR

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



SM ROLLING FX

Date:05/08/2023

GST No.-27AENFS0838P1Z8

To Whom It May Concern

This is to certify that **Mr. Rajendra Shrirang Jadhav** is pursuing his two-year full-time Master's Degree in Computer Application (MCA) from D.Y. Patil College of MCA, Akurdi-Pune has partially completed a project titled "Online Journal Publishing" for SM Rolling FX, Chinchwad, Pune.

He has done his project from 15th May 2023 to till date.

We wish him every success in life. This letter is issued solely for college purposes only.

Kind Regards,



Mr. Vighnagar Mohite
Manager



K. N. Mohite

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



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STRICTLY PRIVATE AND CONFIDENTIAL

January 17, 2023

Ms. Rajeshwari Kulkarni

Sai Plaza 133/1 Flat No 2, Ekta Colony,
Near Mouni Baba Vrudha Asharam, Walhekarwadi Road,
Akurdi Railway Station Road, Pune - 411033
Maharashtra

Dear **Rajeshwari**,

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

You will be paid stipend of **Rs. 15,000/- per month** (Rs. Fifteen Thousand Only) during your Trainee period of Six months.

You are required to join us on or before **January 18, 2023**.

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

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

* If Applicable


DIRECTOR

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Applications and Management
Akurdi, Pune-411 044

Registered Office Address:

Harbinger Systems Pvt. Ltd.
1st, Siddhant, Survey No. 87/6, 1st Phase Road,
Kothrud, Pune 411 013, Maharashtra, India



Phone No.: +91 20 4026 0000 / 4026 3000 / +91 20 2528 1000



Website: www.harbinger-systems.com
E-mail: info@harbinger-systems.com
City: www.harbinger-systems.com

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

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

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

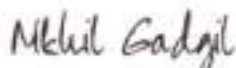
On the joining date you will have to report to the Talent Management department for the joining formalities.

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

With best wishes,

For **Harbinger Systems Pvt. Ltd.**

Accepted By



Nikhil Gadgil
Senior Manager - Talent Management

Rajeshwari Kulkarni
Trainee


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



BRAIN VISION
TECHNOLOGY

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Ref No.: BV250-2023

Date: 31/07/2023

COMPLETION CERTIFICATE

This is certified that, Miss. **Reshma Kisan Bansode**, MCA final year student of D.Y. Patil Institute of MCA and Management, Akurdi, Pune has satisfactorily Completed Android Based Project .
She has completed industrial training on project " Car Rental System " with us at Brain Vison Technology, Pune.

Project Duration : **May-2023 to July-2023.**

She is sincere and hardworking person and is committed to her work.

We wish her every success in life.

For,

Brain Vision Technology



[Signature]

Authorised Signatory

Regd. Office: 1st Floor, Near Dominos,
Bus Stop, Karve Nagar, Pune, M.H. - 411052
www.brainvisiontechnology.com



[Signature]

DIRECTOR

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

Date: 07.08.2023

To Whomsoever It May Concern

This certifies that Riya Jha has been working for Talenlio Mobile Application since June 1, 2023.

She received training in Flutter.

We are confident that her enthusiasm and commitment will continue the same for the rest of the project which she has managed from day one.

Sincerely,
Deepti Nair
People Support
ILMTEC Solutions Private Limited




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



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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: 3524716

Letter of Intent ("LOI")

December 18, 2022

Dear Rochan,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI

- 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if



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

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2.

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

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("Offer") based on your performance in the assigned pre-onboarding training program and as per the business requirements.
- F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to; -
1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
 2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
 3. The business and skill requirement of the Company.
 4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
 5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further




DIRECTOR
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Applications and Management

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI 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.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com , please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring



K. Nimra
DIRECTOR

This is a computer-generated document. No signature is required. This document is containing confidential information.

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

ANNEXURE 1

Rochan, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1793PLC145950



K. Nimish

DIRECTOR

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

January 19, 2023

Ref No: 02023011003

Subject: Offer Letter

Name: Rohan Raikar

Mob: 7767932026

Address: A/P Loni Kalbhor Malimala near Shiv Mandir TAQ-Haveli, Pune -

Dear, Rohan

We are pleased to inform that you have been selected as Intern Trainee Software Developer in Huda's Technologies.

You may be assigned and / or deputed to any other location or subsidiary / affiliated companies or divisions whenever the company may deem fit. This offer of /employment is subject to your having passed all the examinations of the final degree at the time of joining, securing an overall aggregate of 55% and above.

You should have to give an Examination. Examination will be on a small application. And you have to pass this Examination for further Employment. Your CTC will be discussed on completion of Examination.

On successful completion of Examination, Your services will be confirmed in writing by the company and thereafter, subject to any other agreement or understanding between you and the company, either party can terminate this employment agreement by providing notice period of one month, or payment of basic pay in lieu of such notice, to the other party.

Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the rights to ask you to undergo medical examination as and when considered necessary.

You will be in a training period of six month from the date of joining, after successful completion of training period your services will be confirmed to the company.

We take this opportunity to welcome you into Huda's family and look forward to a very fruitful association with you.

During the Service with us we expect the candidate not to divulge with competitor companies and organization. A person once join the Employment will not engage himself any other assignment / job work / freelance work. If candidate found in such a case Huda's Technologies has right to terminate the contract without manual discussion.


DIRECTOR

Mohammad Noorul Huda

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

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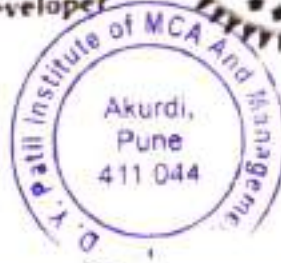
STUDENT INTERN CODES OF CONDUCT

- I will be punctual and conscientious in the fulfilment of my commitment and duties.
- I will accept supervision graciously
- I will conduct myself in a dignified, courteous, and considerate manner
- I will take any problems, criticisms, or suggestions to my supervisor
- I will follow all company policies and procedures (dress code, safety, training, etc.)
- I will always knock on closed doors.
- I will not chew gum or eat food while working
- I will not bring friends to the worksite
- I will always notify my supervisor if I am not able to report for work.
- I will only work when and where assigned
- I will refrain from loud talking and inappropriate laughing
- I will not use company phones for personal calls
- I will not use my cell phone for any reason while on the job
- I will not surf the Internet, use personal email, or play games while on the job

Interns follow the same code of conduct as employees. I further understand that all business information is confidential and any dissemination of this information could lead to legal prosecution. Always remember that you are representing Pathways Academy of Technology & Design.

Rohan Raikar

Intern Trainee
Software Developer



Mohammad Noorul
Huda

Director
Huda's Technologies

DIRECTOR

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

Scanned with CamScanner



Technological Solutions for Your Need

Introduction to Company

Respected Sir/ Madam,

I would like to introduce our company Huda's Technologies that has been in the business of Information Technology from the past 12+ years.

We are an established and trustworthy company with an excellent track record for customer satisfaction. We have never compromised on the quality and the services provided to the customer. We believe in keeping our clients happy and providing them with quality products and services at a very competitive price. We have an excellent team of staff that will guide you with their best ideas by keeping in constant touch with your organization and informing you about the current market trends.

Please feel free to contact us about any of your business-related requirements/queries. Please note that we also specialize in Software Development, Website Development, Mobile Application Development, Business Process Outsourcing, E-Book Publication, Data Entry, Infrastructure Development, SMS Engines, SEO, and Corporate IT Sales for promoting activities that keep abreast with the latest market trends and evolving technologies.

Our vision is to help our clients to develop their business and meet their goals through our people, services, solutions and consultation.

Our objectives is to deliver sustainable excellence in business performance by focussing on the following:

Customer	We earn customer trust and respect by providing highest quality service and solutions
Market	We lead in the market by developing and delivering innovative products, services and solutions.
Profit	We create value for our customers to achieve their goal & fulfill their objectives.
Employee	We care for our employees by creating good work environment and promote them based on their performance.
Strength	Our strength is result oriented services, accuracy & client satisfaction

We would like to offer our service to your organization / business. Our supervisor will contact you for further discussion at a time convenient to you. We look forward to a wonderful relationship together and success for all concerned.

Sincerely



K. N. Nimbh
DIRECTOR

Noorul Huda

M. Noorul Huda
Director
Huda's Technologies

National Institute of Master of Computer Applications and Management
Akurdi, Pune-411 004

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- Website Development
- Mobile Application Development
- Software Development
- IT Application Development
- Mobile App Development
- IT Marketing
- BPO
- Corporate IT Sales
- Social Media Marketing
- SMS Engines
- Data Entry
- E-Book Publication
- Software Consultancy
- Infrastructure Development
- Graphic Designing
- Animations
- Cloud Computing

Revised Internship Offer Letter - Josh Software Pvt. Ltd.

10 messages

Sanchi Sunil <sanchi.sunil@joshsoftware.com>

Mon, Dec 19, 2022 at 4:18 PM

To: corporate.relation@dypu.ac.in

Cc: placements@dypcoeakurdi.ac.in, tpo@dypcoeakurdi.ac.in, placements@dypimca.ac.in, Piyush Ghosal <piyush.ghosal@joshsoftware.com>, Sneha Mantri <sneha.mantri@joshsoftware.com>, Tejaswini Vhatkar <tejaswini.vhatkar@joshsoftware.com>, Vijayalaxmi Belekar <vijayalaxmi.belekar@joshsoftware.com>, Rutuja Jagtap <rutuja.jagtap@joshsoftware.com>, Shailesh Kalekar <shailesh.kalekar@joshsoftware.com>, Sethupathi Asokan <sethu@joshsoftware.com>

Dear Vipul,

Greetings from Josh Software...!!!

With reference to the campus drive we conducted on 20th Sep 2022, we had shortlisted the students listed below for our internship programme beginning on 2-Jan-2023.

Name	Internship Start Date	Internship Duration	Institute Name	Email id	Contact no.
Ayushi Kumari	02-Jan-23	06 Months	DYPCOE, Pune	ayushi1509ac@gmail.com	8709122545
Rohit Kumar Sinha	02-Jan-23	06 Months	DYPCOE, Pune	sinharohit3333@gmail.com	6203141314
Himanish	02-Jan-23	06 Months	DYPCOE, Pune	himanishbajaj896@gmail.com	9996585013

I'd like to inform you that we have revised the stipend for the internship programme to Rs 10,000 per month, in accordance with industry standards.

We will be sharing the revised internship offer letter shortly.

Let me know if you have any questions.

Thanks & Regards,

Sanchi
HR - Talent Acquisition
Contact no. - 9110467174

Pune (Maharashtra)
 Delhi
 Dubai



Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>

Tue, Dec 20, 2022 at 10:03 AM

To: Sanchi Sunil <sanchi.sunil@joshsoftware.com>

Cc: corporate.relation@dypu.ac.in, placements@dypimca.ac.in, Piyush Ghosal <piyush.ghosal@joshsoftware.com>, Sneha Mantri <sneha.mantri@joshsoftware.com>, Tejaswini Vhatkar <tejaswini.vhatkar@joshsoftware.com>, Vijayalaxmi Belekar <vijayalaxmi.belekar@joshsoftware.com>, Rutuja Jagtap <rutuja.jagtap@joshsoftware.com>, Shailesh Kalekar <shailesh.kalekar@joshsoftware.com>, Sethupathi Asokan <sethu@joshsoftware.com>

Dear Sanchi,

Happy New Year!

As per our telephonic conversation, you are requested to kindly reschedule the date of joining of the interns after 10th January 2023. This is to inform you that students will be appearing for the University Examinations from 5th Jan 23 to 10th Jan 23.

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>

[Quoted last hidden]

Sanchi Sunil <sanchi.sunil@joshsoftware.com>

Wed, Dec 21, 2022 at 4:56 PM

To: Jasmita Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>

Cc: corporate.relation@dypu.ac.in, placements@dypimca.ac.in, Piyush Ghosal <piyush.ghosal@joshsoftware.com>, Sneha Mantri <sneha.mantri@joshsoftware.com>, Tejaswini Vhatkar <tejaswini.vhatkar@joshsoftware.com>, Vijayalaxmi Belekar <vijayalaxmi.belekar@joshsoftware.com>, Rutuja Jagtap <rutuja.jagtap@joshsoftware.com>, Shailesh Kalekar <shailesh.kalekar@joshsoftware.com>, Sethupathi Asokan <sethu@joshsoftware.com>

Dear Jasmita,

I would like to inform you, we have extended the joining date of the interns to 11th Jan 2023. We will be sharing the revised Internship Offer Letter with them by tomorrow.



DIRECTOR
 Institute of Master of Computer
 Application and Management
 Akurdi, Pune-411 044

Offer Letter

February 23, 2023
Rohit Bhadane

Dear Rohit,

Congratulations! We are pleased to offer you the position of 'Associate IT Support Analyst'.

Please find enclosed your compensation structure and other benefits details for your review and acceptance. This offer will remain open for your acceptance for 3 working days, post which the validity of the offer will be at the discretion of the Company.

By accepting this Offer, you expressly agree that you will join on the date confirmed by you and would provide all documents required by you at the time of joining.

Wish you all the best and looking forward to have you as a part of our SAS family.

Compensation Components	Annual (INR)
Basic Salary	217,500
HRA	108,750
Other Allowance*	357,650
LTA	15,000
Provident Fund	26,100
Fixed Compensation	725,000
On Target Bonus (Indicative %)	58,000
On Target Earnings	783,000

***Other Allowance:** Other Allowance provides flexible options as below:

- Reimbursement of magazines, books and subscription (includes online options) up to a maximum of Rs. 30,000 per annum subject to manager's approval.
- Reimbursement of internet broadband service expenses up to a maximum of Rs. 30,000 per annum subject to manager's approval.
- Car Lease Allowance: As explained in the Car Lease Policy.

You may choose from the flexible options subject to the limit as mentioned above. The amount reimbursed would be non-taxable on producing supporting bills/documents.

Gratuity: Rs. 10,462

Superannuation: Rs. 32,625

Education & Certification Reimbursement

Annual Hospitalization Benefit

COVID Insurance

Life Insurance

Personal Accident Insurance

Employee Wellness

SAS RESEARCH AND DEVELOPMENT (INDIA) PRIVATE LIMITED

LEVEL 1, 2A AND 3, CYBERCITY TOWER 5, MAGARUDA CITY MADAPASAR, PUNE - 411 013, MAHARASHTRA, INDIA
TEL: 91-20-4911 8888 FAX: 91-20-4911 8889 www.sas.com | mailto:info@sas.com | mailto:info@sas.com

DIRECTOR
Pall Institute of Master of Computer
Applications and Management
Akurdi Pune-411 044

Family Assistance

SAS R&D India employees are eligible to claim reimbursement towards the day care or parental care expenses.

Option 1:

- Women employees can claim up to **Rs. 9,500** per month in case the child/children are enrolled in the company recommended Daycare Centre in Magarpatta. The current tie-up is with Vivero International Child Care Centre, Magarpatta branch.
- The employees won't be eligible to claim reimbursement towards parental care expenses.

Option 2:

- Employees can claim up to **Rs 3,000** per month in case the child/children are enrolled in any other Daycare Centre.
- Employees can claim up to **Rs. 2,500** per month towards parental care expenses.
- Employees can avail of any or both of the benefits up to the limit specified under this policy.

Adoption Assistance

The company provides financial assistance and paid leave when adopting a child(ren). The company reimburses eligible expenses up to a maximum of **Rs. 50,000** for each adoption per family upto maximum of 2 children.

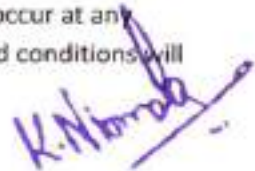
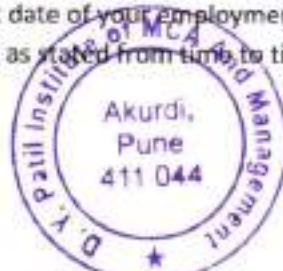
Work-Life Programs

The company covers you and your family members (spouse, children and dependent parents) for various Work-Life programs, free of charge.

- 24 X 7 Counselling and Support
- Work-Life Enhancement Services
- Work-Life Workshops
- Health Management Programs

All the above benefits are subject to the policies of the company which may change from time to time. The amount paid / payable would be subject to applicable tax laws in force at the time these payments become due / are paid.

Please note : This Offer and your employment with the Company are subject to satisfactory completion of background verification, reference checks & medical tests which may occur at any time prior to or after the effective start date of your employment. All other terms and conditions will be governed by the Company's policies as stated from time to time.



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Akurdi, Pune-411 044**

SAS RESEARCH AND DEVELOPMENT (INDIA) PRIVATE LIMITED

LEVEL 1, 2A AND 3, CYBERCITY, TOWER 5, MAGARPATTA CITY, HADAPSAR, PUNE - 411 013, MAHARASHTRA, INDIA
TEL : 91 - 20 - 4911 8888 FAX : 91 - 20 - 4911 8899 www.sas.com | CIN No U72200PN2000PTC015164



16-Feb-2023

To,

Roshan Budukale
Sangam Villa,
Sector 29, Plot No.120,
Dmart Road, Akurdi,
Pune - 411035.

OFFER LETTER

Dear Roshan,

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



Asset Vantage Systems Pvt Ltd

Office: 80 Jyoti Maker, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point
Mumbai - 400 028 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com
CIN: U74900MH2007PTC174924

DIRECTOR

D. Y. Dahi Institute of Master of Computer



ASSET VANTAGE

Performance Reporting & General Ledger on Demand

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 **21-02-2023**.
10. 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.
11. 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

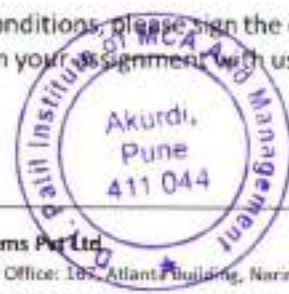
Last Drawn Salary Slip/Certificate

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.)

12. 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.



K. Nimbale
DIRECTOR

Asset Vantage Systems Pvt Ltd

Reg. Office: 86 Jolly Maker 2, 225 Nariman Point | Corp. Office: 182, Atlanta Building, Nariman Point
Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

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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.

.....
Roshan Budukale



DIRECTOR

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

Asset Vantage Systems Pvt Ltd

Reg. Office: 85 Jolly Maker 2, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point
Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

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Performance Reporting & General Ledger on Demand

Annexure - I

Name: Roshan Budukale	w.e.f. 21-02-23	
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		

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Applications and Management
Akurdi, Pune-411 044**Asset Vantage Systems Pvt Ltd**

Reg. Office: 86 Jolly Maker 2, 225 Nariman Point | Corp. Office: 167, Atlanta Building, Nariman Point

Mumbai - 400 021 | Tel: +91 22 2287 3544, 2287 3546 | www.assetvantage.com

CIN: U74900MH2007PTC174924

Shortlisted Candidates Post Online Test - Campus Hiring Drive at Viu!

Vishal Shah <vishal.shah@vuclip.com>

Thu, Sep 8, 2022 at 11:57 AM

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

Cc: Mansi Shah <mansi.shah@vuclip.com>, placements <placements@dypcoeakurdi.ac.in>, Sneha Bendre <sneha.bendre@vuclip.com>

Hi Rahul / Jasmita,

Thank you for the wonderful support for the Campus Drive:

The team was happy to have a curious, interactive and a skilled batch of students to interview.

As discussed with Jasmita, below are the students which are shortlisted from our end:

1. Jatin Keshwani
2. Rutu Shinde

Please ensure to block these students for Viu and we will soon update you on the next steps of the offer / onboarding process.

[Quoted text hidden]

[Quoted text hidden]



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

DATE: 4th AUG 2023

Tour2Tech/HR/Internship/2023

Employee Code: 0089

Employee Name: Rutuja Manoj Dhake

TO WHOMSOEVER THIS MAY CONCERN

This is to certify that Miss. **Rutuja Manoj Dhake** Pursuing an MCA from D. Y. PATIL INSTITUTE OF MASTER OF COMPUTER APPLICATIONS AND MANAGEMENT, Akurdi, Pune has successfully completed the following her personal project using Python, Vue.js and Django.

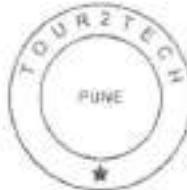
Project Name: E-Puja

As a part of his Industrial Training Period from 13th May 2023 to 7th Aug 2023 as per expectation in the academic year 2022-2023. She was involved in all phases of the development of this project. I found her sincere about completing her project assignment in a timely manner. She is a bright and hardworking student who completed her all task on time. We wish her all the best and have a bright future.

Deepa Shelar

Regards,

Deepa Shelar

Manager - Tour2Tech*K. Nimale*
DIRECTOR**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044**

TOUR2TECH

www.tour2tech.com

Sector Number 23, Shree Vihar, Nigdi, Pimpri-Chinchwad, Maharashtra 41104



समर्थ कृषी केंद्र

सर्व प्रकारची नामांकित कंपनीची बियाणे, रासायनिक खते,
किटकनाशके मिळण्याचे ठिकाण

मु.पो. अंबेलोहळ, ता.गंगापूर, जि. औरंगाबाद.
मु.पो. राजणगांव (पोळ), ता.गंगापूर, जि. औरंगाबाद.

27ABGPJ0198R1Z0

Date:- 30-07-2023

To Whom It May Concern

This is to certify that Mr.Sachin Dilip Bhalerao pursuing her two year full time Master's Degree in Computer Application(MCA) from D.Y.Patil institute of Master of Computer Application and Management,Akurdi-Pune

She has been assigned to create a project of "Flying Fertilizer Robot" For our farming Purpose.The duration of her project is 14th April 2023 to 2nd Aug 2023.

Following requirement are to be covered in the project:

1. To design and develop a IoT-based project for our farming purpose to enhance experience in farming
2. To implement a user-friendly interface where customer can easily used this system and enhance spray fertilizer
3. To provide a automated fertilizer on seed plant

Kind Regards,

Mr. Amol Jadhav Patil
(Client)
Ranjangaon(pol),Gangapur
Sambhajinagar-423702.

समर्थ कृषी केंद्र
मु.पो. राजणगांव (पोळ)
ता.गंगापूर जि.औरंगाबाद



K.Nimbh
DIRECTOR

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

Apprenticeship Offer cum Appointment Letter

Date: Mar 12, 2024

Candidate Name: Mr. Sagar Chaudhari

Candidate ID: 2790455

Address: 16 Bhakti Ayodhya Nagar N Mc Garden, Jail Road Nashik Road, Nashik-422101, Maharashtra, India

Dear Sagar,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program. Your designation under the Customer Operations Vertical would be an Analyst. Your functional title will be "Analyst". We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records. Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you. Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you.

Regards



Offered By: Sagar Shetty

Designation: Program Manager- Human Resources




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Date: Mar 12, 2024

Dear Sagar,

We are pleased to appoint you as **Analyst** under the Apprenticeship program. Your training with us will commence on "**Mar 14, 2024**" and will continue until "**Sep 13, 2024**".

Apart from the other policies binding upon you during your tenure with the company, the general terms and conditions under the Program are as follows:

1. Work Location

1.1. Your initial work location will be **Pune**. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your voluntary resignation / termination of the Program with the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, if applicable; you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment as an Analyst under the Customer Operations Vertical is contingent upon successful verification of all documents and information provided by you as a part of your joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability, should the results of your background investigation be negative. The HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including immediate termination of services.

2.4 Your offer of employment will not be valid if you are unable to provide all the mandatory documents on or before your Date of joining.

3. Remuneration, Benefits & Privileges.

Please refer to Annexure I for details on your remuneration and benefits applicable during



K. Nimish

DIRECTOR

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Akurdi, Pune-411 044

your training period.

4. Training

4.1 The tenure period, as stated in this Contract, constitutes your training period, the successful completion of which would determine the completion of your duration under this Program.

4.2 Notwithstanding the above mentioned clause, the Company reserves the right to put you under a training program with a different training period, as per the requirement of the specific business, the successful completion of which would determine the completion of your duration under the Program.

4.3 There will be multiple assessments conducted at periodic intervals during your training period. In the event of you being unsuccessful on assessment parameters as defined by the Company during or after the training period, the Company reserves the right to terminate your Contract under the Program with immediate effect, with a 30 days' notice period. Without prejudice to clause no. 4.1 and 4.2 as mentioned above, the Company may, during the period of training, terminate the Contract without any notice or payment in lieu of notice should you be found guilty of violation of any of the Company's policies or breach of Code of Conduct, which may not be conducive to the Company or its reputation.

4.4 After the completion of the aforementioned training period, the Company, at its sole discretion and depending on business requirements, may absorb you on its regular roll, depending upon your assessment parameters and on-the-job performance. The compensation structure that will be applicable in the event you are absorbed on the regular rolls of the Company will be as per Annexure 2.

5. Domain-based Specialized Training

5.1 You may be required to undergo designated specialized trainings, as required under the Program. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, 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 you.

5.2 Further to the above clause, you may be required to enter into a service agreement with the Company on successful completion of your training period and being absorbed as a permanent employee. The details of such Agreement, as applicable, would be conveyed to you.

6. Leaves

6.1 During your tenure and training period under the Program, you would be eligible for 2 (two) leaves per month. All leaves applied for, will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy. The leave process shall be guided under the Leave policy of the Company.

6.2 You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the Company, in order to avoid such instances.

7. Separation



K. Nimra
DIRECTOR
D.V. Patil Institute

eClerx

7.1. The Contract can be terminated by the Company, by giving you a notice of 30 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total fixed stipend earned for an equivalent period of time.

In case you decide to terminate your Contract with the Company, you may do so by serving Company with **30 days** written notice of termination, provided you terminate your Contract with the Company within five months of your joining the Company. However, if you decide terminate your Contract in the last month of your apprenticeship tenure, then in that case, irrespective of date of your termination notice, your Apprenticeship term with the Company shall expire on the last working day as determined from your above mentioned date of joining the Company and not by date of your termination notice. The company may waive off the notice period requirement, at its own prerogative and require you to compensate for the shortfall of notice period.

7.2. Without prejudice to any clause in this Contract, the Company also reserves the right to terminate your Contract under the Program for reasons mentioned below, with immediate effect, without any payment in lieu of notice period, whereupon your training period would cease immediately and you shall have no claim, whatsoever, against the Company for damages or otherwise by reason of such determination.

For the purposes of this Clause 7.2, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being serviced on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve) consecutive months; or
- c. You becoming of unsound mind; or
- d. You are convicted of a criminal offence;
- e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or
- f. You committing breach of any of your duties or obligations under the Contract; or, You refusing or neglecting to comply with any lawful and reasonable orders or directions given to you by the Company; or
- g. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or
- h. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or
- i. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results in your performance which are the requirements for meeting your job responsibilities; or
- j. Causing damage to company's property; or
- k. Going on or abetting a strike in contravention of any law for the time being in force; or




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Applications and Management
Akurdi, Pune-411 044

- l. Committing theft, fraud, or dishonesty; or
- m. You being found guilty of any unlawful activity, including but not limited to threatening employees, security breaches, harassment, including sexual harassment, etc.
- n. For violating the Company's Code of Conduct and ethics, which goes against the ethos of the Company.

The list above is illustrative and by no means exhaustive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.3. In the event of continued absence of 3 (three) consecutive working days from work without prior sanction of leave or on remaining absent beyond the period of leave originally granted or subsequently extended, you shall lose lien on your appointment and your name will be struck off from the roll of the Company, treating you to have abandoned your employment as you do not have interest in the Program offered by the Company.

7.4 On termination of your Contract, all work carried out by you – both in physical and digital form – during your employment, shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.5 When your training under the Contract / Program with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media, and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs, and other personal property belonging to the Company and complete the due handover process during the notice period that you are required to serve by the Company. In the event of your failure to do so, you shall be liable to face legal proceedings and compensate the Company for any material loss of business, as determined by the Company at its sole discretion. The Company may withhold your exit clearance and / or full-and-final settlement on account of your breach of the Company's rules and regulations and until it is able to recover the losses incurred by it.

8. Working Hours

The training hours applicable to you will be the same as are observed, depending upon your process and program. The initial shift, location, or program allotted to you may change at any time during the period of Apprenticeship, as decided by the Company's management.

9. Conflict of Interest

9.1. 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 business. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business, during your employment with the Company. This restriction applies whether or not the other activity is of a similar nature to or competes in any material respect with any of the businesses of the Company.

9.2. You will not seek membership of any local, public or political bodies or undertake any other business, assume any public office, honorary or remunerative, without the specific written permission of the HR Head. In the event of your becoming member of any local or public or political bodies or undertaking any business, assuming any public office without following due process as prescribed by the Company, you shall be deemed to have contravened the terms and conditions of employment and the Company reserves the right to take appropriate action as it deems fit including




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Applications and Management
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forthwith terminating your contract with the Company.

9.3. In case you join or are transferred to the Financial Markets vertical, you may be required to disclose the details of Demat / Trading account(s) held by you and your family members to meet the compliance requirements of the client.

10. Non - Disclosure

10.1. You hereby agree to sign and enter into a Non-Disclosure / Confidentiality Agreement on your date of joining or at any time thereafter in the format prescribed by the Company. You further agree that you shall keep the Company's Confidential Information (as defined in the Non-Disclosure / Confidentiality Agreement), whether or not prepared or developed by you, in the strictest confidence.

10.2. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and the Company will automatically be indemnified against any breach thereof.

11. Non-Solicitation of Employees and Clients and Non-Compete

11.1. During your tenure with the Company, thereafter immediately following the termination of your contract / end of the Program with the Company for any reason, you shall not:

- Undertake and ensure that directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment with the Company.
- Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company.
- Join the services or be associated with any former employee of the Company who is undertaking any activity competing with the business of the Company.

12. Jurisdiction

In case of any dispute or difference arising out of or under this contract, resulting into any proceeding before any Authority, Courts etc. in respect of this contract, the same will be subject to the jurisdiction of Mumbai.

13. Applicable Company rules and regulations

You will be governed by the Company's rules and regulations and practices as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. Company's decisions on all such matters shall be final and binding on you.

14. Change in Terms and Conditions of your employment

The Company reserves the right to change the terms and conditions of this letter, which would be intimated to you either through changes in the Company's policies or through an amendment to your Contract, or through other means of communication, which would purport to amend the said terms of your Contract.




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Applications and Management
Akurdi, Pune-411 044



Your Apprentice appointment is contingent upon successful completion of background check; documents submitted by you will be sent for necessary verification and authentication to the background verification agency.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Regards

Offered By: Sagar Shetty

Designation: Program Manager- Human Resources



DIRECTOR

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

ANNEXURE I

Stipend and Benefits Applicable During the Contract Period

1. Stipend

Your stipend will be Rs. 20,100 per month for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits

2.1 Group Medical Insurance

- You are eligible for a floater medical insurance cover of INR 100,000 which covers your spouse, up to 2 children and yourself.
- The insurance is inclusive of pre-existing disease cover from the date of joining.
- You may also opt for an additional cover for your family, including your spouse, up to 2 children and parents / parents-in-law, post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary.

2.2 Group Personal Accident Insurance


- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents.

2.3 Life Insurance

You are covered by a term life insurance cover of INR 500,000 under the Group Life Insurance Cover Policy

2.4 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of INR 1,400 will be deductible from your fixed stipend every month.



Offered By: Sagar Shetty

Designation: Program Manager – Human Resources

Accepted by: _____

(Name and Signature)

Date:



No: ITK/P1/0252
Date: 02-August-2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sagar Solanke who is pursuing MCA (Master of Computer Application) degree from Dr. D. Y. Patil Institute of Institute of MCA and Management, Akurdi, Pune has developed a project with us from 05 April 2023 to 01 August 2023.

The project name is "SURAKSHAA" which is a women safety application to provide real-time first help to women in case of unfortunate incidents. He has used the location and notification services for the app.

We found him sincere, committed and result oriented. We take this opportunity to thank him and wish him all the best for future academic and professional success.

Yours Sincerely,



Sharath Kumar S.R.
Additional Manager
IT Kraftz IT Team



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



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Date: 01/08/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sagar Prakash Lanjewar of D. Y. Patil Institute of MCA and Management Pune pursuing his full-time Master's Degree in Computer Application has successfully completed the project assigned to him entitled "LNT ELEVATORS" as a part of his academic year 2022-2023 4th semester project.

He has done his project from April 2023 to till date.

1. LNT ELEVATORS is an Android Application which is developed using Android, Firebase Technology
2. It has mainly three operators Client, Employee and Admin.
3. Client can post their requirement on our platform and this requirements will be reviewed by our employee and employee will be responsible to fulfil the requirements respectively. Admin will manage all users.

This letter is solely issued for college purpose only.

Kindly Regards,

Sagar Morkhade

Sagar Morkhade
Project Manager



8793196382

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LNT ELEVATORS

Address:- A/41, Sadar, Nagpur, Maharashtra 440001

info@lnt-elevators.com



K. N. Nimbh

DIRECTOR

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



Date: 04/08/2023

GST No. - 27AAACT3910D1ZS

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Sairaj Gangadhar Palodkar** pursuing his two year full time Master's Degree in Computer Application (MCA) from D.Y. Patil College of MCA, Akurdi -Pune has partially completed a project titled "Mahalakshmi Gold Loan " for Thermax Ltd. Bhosari ,Pune.

He has done his project during 10 May 2023 to till date.

We wish him/her every success in life. This letter is solely issued for college purpose only.

Kind Regards.



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Mr. Sahil Sunil Pawar

Manager

Thermax Ltd. -ENVIRO

Environment House,

Plot No. 90-92. B G Block.

MIDC , Bhosari,

Pune 411 026





DIRECTOR

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

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TexCode Solutions

Prasanna Apartment, Office
No.4, Sr. No 438, 2nd Floor,
Jangali Maharaj Rd, behind
Unicorn Showroom, near
Modern High School Chowk,
Shivajinagar, Pune, 411005

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Gade Sakshi Satish Pursuing an MCA from D.Y. Patil Institute Of Master Of Computer Applications And Management, Akurdi, Pune has Successfully Completed the following her personal project using java and Firebase database.

Project Name: CET Admission Assistant

As per our observations, we truly have found her sincere and hardworking. We wish her success for the future.

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TexCode Solutions



(Sachin Kamble)


DIRECTOR

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

TexCode Solutions

Prasanna Apartment, Office No. 4, Sr.No 438, Jangali Maharaj Road, Shivaji Nagar, Pune-411 005



VIRTUSKY IT PVT.LTD.

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TO WHOMSOEVER IT MAY CONCERN

Private and Confidential

Date: 10/07/2023

Please see the details of my support outlined below:

Name of students:

- Saloni Mahendra Chakole

Relationship of intern to student: PROJECT INTERNSHIP.

Length of time support will be provided: THREE MONTHS.

As a valuable member of our community, we would like to arrange internship for the student's effort. During the internship period, we are honors students and his/her important work regarding project. Here our company finds out the student's effort to make him better.

I appreciate your efforts and beneficial to organization. I look forward to hearing to you

Project Duration: - 03 months

- 08th April 2023 to 08th July 2023.

Branch: - Computer Application.

As abided by intellectual property and confidentiality policy of Virtusky Pvt. Ltd, Pune.

Authorized Signatory

VIRTUSKY IT PVT. LTD.



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K. Nimra
DIRECTOR

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



Maha - Mart
shop smartly, with maha-mart!

MAHA - MART

Near City Gold Multiplex Compound,
Vadgaon, Pune, Maharashtra 412106

☎ 9575939395

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Date: 16-05-2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Saloni Tomar student of D.Y. Patil Institute of Master of Computer Applications and Management, Akurdi, Pune. She has been assigned to create a project model of "Maha -Mart " for our mart. The duration of her project is 16th May 2023 to 18th September 2023.

Following requirements are to be covered in the project:

1. To design and develop a desktop software to streamline optimize and enhance users experience.
2. Design an intuitive and user-friendly interface that efficiently manages billings, purchases and inventory and generate reports on sales, inventory and reports.
3. To provide recommendations on purchases and sales.

Note: Requirements may vary.

This letter is solely issued for college purpose only.

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Kind Regards,

Mr. Tushar Gade
Owner (Maha - Mart)



K. Nimrah

DIRECTOR

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



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

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Superset ID: 3514550

Letter of Intent ("LOI")

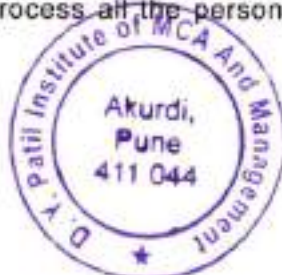
December 18, 2022

Dear Samruddhi Sachin Kale,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 - 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if



K. Nimish
DIRECTOR

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

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

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

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further



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

training and your employment depending on your performance in its opinion.

G. The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H. This is a highly Confidential and Private document. You are required to treat this LOI 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.

I. You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com, please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.




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

ANNEXURE 1

Samruddhi Kale, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hirjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hirjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950




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



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TO WHOMSOEVER IT MAY CONCERN

Private and Confidential

Date: 10/07/2023

Please see the details of my support outlined below:

Name of students:

- Samruddhi Sunil Yelmame

Relationship of Intern to student: PROJECT INTERNSHIP.

Length of time support will be provided: THREE MONTHS.

As a valuable member of our community, we would like to arrange internship for the student's effort. During the internship period, we are honors students and his/her important work regarding project. Here our company finds out the student's effort to make him better.

I appreciate your efforts and beneficial to organization. I look forward to hearing to you

Project Duration: - 03 months

- 08th April 2023 to 08th July 2023.

Branch: - Computer Application.

As abided by intellectual property and confidentiality policy of Virtusky Pvt. Ltd, Pune

Authorized Signatory

VIRTUSKY IT PVT. LTD.



K. Nimra
DIRECTOR

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

Office No.5, 1st Floor, Prasanna Building Behind Unicorn Show Room, Modern Collage Chowk
J.M. Road, Shivajinagar, Pune Maharashtra 411005 www.virtusky.in 9834231021 / 9860036663

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CERTIFICATE OF COMPLETION

TO WHOM IT MAY CONCERN

This is to certify that Mr. Sandeep Dattu Vairagar has successfully completed 3 (three) months (From 7th April 2023 to 7th July 2023) internship program at Glucotech Software's LLP.

During the internship, he has worked as **Software Engineer Intern** and completed training in **Software Engineering**.

His contribution includes working on live projects of our clients.

The organization puts on its records him contribution & efforts towards the completion of the assigned project work.

We wish every success in life.



Mr. Kashinath Ram Bongarge
Founder, CEO at GlucoTech
Narhe, Pune 411041

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K. Nimola

DIRECTOR

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



SHRIRAM
AUTOSERVICES

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Date: 01-08-2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that "Mr. Sanket Navnath Raut" of "D.Y. Patil Institute of MCA and Management Pune" pursuing his full time Masters Degree in Computer Application has successfully completed the project assigned to him entitled - "Vehicle Breakdown Assistant" from April 2023 to till date, by our institute.

1. It is a Android based project, which is developed using Java and SQLite.
2. By using Vehicle Breakdown Assistant user request service sends his/her location and the mechanic is allotted who delivers the service, You can also buy products for you vehicle.
3. There are mainly three users of this system i.e Admin, Vehicle driver, Mechanic.

This letter is solely issued for college purpose only.

Kindly Regards

Nandkumar Nehere,

Shriram Autoservices,

Contact- 8149336161

Shriram Auto Service
Sect-26, Pradhikaran,
PUNE-44 PM.

Shriram Autoservices,

Swimming Tank Building, Sec.2

Pradhikaran, Pune: 44

nandkumarnehere@gmail.com

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K. Nimish

DIRECTOR

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



Website Development



Software Development



Mobile Application Development



Hosting & SSL



IT Marketing



ERP



Corporate IT Sales



Social Media Marketing



SMS Export



Data Entry



E-Book Publication



Software Consultancy



Infrastructure Development



Graphic Designing



Animations



Cloud Computing



Printing Technologies

Ref: HT-2023-07-12-PL-01

Date: July 13, 2023

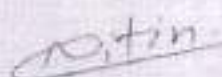
Certificate

This is to be certified that the project report entitled **Matrimonial Website** is prepared by **Sanobar Rafik Pathan** of D.Y. Patil Institute of Master of Computer Application & Management, Akurdi Pune of MCA-V Semester during the academic year 2022-23 and the same has been examined and duly signed.

The report is submitted in partial fulfillment of MCA course for the academic year 2022-23 as per the rules and prescribed guidelines of Savitribai Phule Pune University.

She has successfully completed 06 (six) months internship programme at this Pune Office. During the period of her internship programme with us she was found punctual, hardworking and inquisitive.

We wish her every success in life.

Nitin Bhopatkar

Internal Project Guide
Huda's Technologies,
Pune

Mohammad Noorul Huda

Director
Huda's Technologies

**DIRECTOR**

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



Blue Ridge, Hinjawadi Phase-1, Pune-41 (M.S.)

Call: 9665077771, 9657877771 | Email: contact@hudastechnologies.com

www.hudastechnologies.com

Certificate of Completion

To Whom It May Concern

*This certifies that **Mr. Saurav Ravindra Deore** has demonstrated exceptional proficiency in developing a fully operational and compliant Health Supplement Store Web-Based Application at D. Y. Patil Institute of MCA and Management in the year 2023. The project is commendable for adhering to guidelines and showcases a commendable adherence to industry standards.*

Mr. Vyanktesh Badgire (Founder of GymHolic Nutrition)

Shop No.34 Cannaught Place, Aurangabad, Maharashtra 431001

HEALTH SUPPLEMENT STORE

Ingeniously crafted using Python and Django framework, the project integrates HTML, CSS, Bootstrap.

Construction begin date: 15th MAY2023

Physical completion date:30th AUGUST 2023



Shop No.34,
Cannaught Place,
Aurangabad (MH), 431001



K. Nimrod
DIRECTOR

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

DATE- 05/08/2023

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TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shahaji Sargar** student of D.Y.Patil Institute of MCA and Management Pune pursuing his full time Master's Degree in Computer Application. He has successfully completed the project assigned to him

- **Project Name:** Myagromart
- **Technology Stack:** Python, Django, SQLite3, AWS (Backend); HTML, CSS, JavaScript(Frontend)

Key Contributions:

- Effectively designed and developed the backend of the "Myagromart" application using Python, Django, and SQLite3, ensuring seamless datamanagement and system performance.
- Implemented AWS services to enhance the application's scalability, security, and reliability.
- Skillfully crafted the frontend using HTML, CSS, and JavaScript, resulting in an intuitive and user-friendly interface.

This certificate is issued solely for college purposes to acknowledge **Mr. Shahaji Sargar** successful completion of the project "Myagromart." We believe that the experience gained during this project will significantly contribute to his academic and professional growth.


Signature

Managing Director

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K.N. Nimbh

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

P.S: Date format to be read as MM/DD/YYYY, print only, if required.

Disclaimer: This is a computer generated document and requires no hand drawn signature on behalf of the Originator, i.e. Indexial Solutions. While acceptance, as this computer generated Offer Letter/Appointment letter, the Employee understands and accepts the same to be valid electronic communication and a legal understanding of reciprocal obligations between the parties which is legally enforceable within the meaning of the all applicable Acts, rules and regulations including Information Technology Act 2008, as amended till date, or under any other applicable law governing electronic transactions, for the time being in force.



Shreenath Plaza Office No 87, Dyaneshwar Paduka chowk, FC road Pune-411005
<http://www.omegasoftindia.com> Landline:020-41217199 E-mail: info@omegasoftindia.com

Ref No: OS/Apr-2023/505

DATE: 3 Aug 2023

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **MR .Shankar Shinde** student of MCA from D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi, Pune has successfully partially completed a project on "**Application for Accident Detection And Prevention System**" as a partial fulfillment of requirement towards 04th semester of her MCA program

College Name - Dr. D.Y. Patil Institute of MCA and Management, Akurdi, Pune

Duration-15th April 2021 to Till Completion

Technology- Android Application

During the period of iwith us he was found punctual, hardworking and inquisitive. As abided by intellectual property and confidentiality policy of Omega Soft Technology Pune. She is unable to produce the source code or the running project as mentioned above

We wish her every success in life

OmegaSoft Technologies



K. Nimish

DIRECTOR

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

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IASYS/HR/2122/GETO

07-Nov-2022

OFFER LETTER

To,
Mr. Shivam Shukla,
Pune
Maharashtra, 411001.

Dear Shivam,

We are pleased to inform you that you have successfully cleared your interview conducted by the **iASYS Technology Solutions Pvt. Ltd.** and we are satisfied to offer you an appointment in our organization as **Graduate Engineer Trainee**, as per following Terms and Conditions:

TRAINING:

- a) Your training will be at on Job training in Pune. However, you may be transferred anywhere in India if circumstances so necessitate to continue training on the same terms and conditions.
 - b) The training will be for a period of one year from the **05-Jun-23**.
 - c) On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.
1. **CTC:** The overall CTC offered to you shall be **Rs 460010/-** per annum. (Refer Annexure for details)
 2. **Employment Agreement:**
 - a) As a part of GET policy you must sign an employment agreement of the period of Two years with iASYS Technology Solutions Pvt. Ltd. Worth Rs 2 Lakh.
 - b) In case of breach of the employment agreement, you will be liable to pay the agreement amount as mentioned in the agreement.
 - c) Retention Amount: In the first year of employment, per month there will be a deduction of retention amount as per below-mentioned slab.
 - d) Retention amount is given back to the candidate once he completes Two years of full time employment at iASYS Technology Solutions Pvt. Ltd.

Corporate Office
Plot no.25-B, Raju Gandhi Indranch Park,
Phase 3, Hinjewadi MIDC,
Pune-411057 India
Ph +91 20 6170 0400

Registered Office
S.T. Nagar Residency
11 Thakur Park, Shivajinagar,
Pune-411005 India
Ph +91 20 6170 0402



K. Nimrah

DIRECTOR

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

Sr.No	CTC offered	Retention amount to be deducted- per year	Retention amount to be deducted- per month
1	Below 5 Lakh/Year	24000/- (Twenty Four Thousand Rupees Only)	2000/- (Two Thousand Rupees Only)
2	Above 5 Lakh/Year	48000/- (Forty Eight Thousand Rupees Only)	4000/- (Four Thousand Rupees Only)

3. RULES AND REGULATIONS:

You will be governed by the terms and conditions of the Trainee Agreement, Staff Regulations and Rules as applicable to the Trainees of your category from time to time.

4. TRAINING PERIOD:

Your training period will commence from the date of your joining. You are requested to confirm acceptance of this employment offer and inform the date of your joining within 5 working days from the date of issuance of offer.

As a token of your having understood the terms and conditions enumerated above, you are requested to sign the duplicate copy of this letter and return to us.

With Best Regards,

For, iASYS Technology Solutions Pvt. Ltd.

Read, Understood, Accepted By,

Ruby



Ruby Singh
Human Resource

Mr. Shivam Shukla

K. Nimbale

SALARY ANNEXURE



DIRECTOR

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

To,
Mr. Shivam Shukla

CTC		
Components	Monthly	Yearly
	(INR)	(INR)
Basic	15699	188390
HRA	6280	75356
LTA	1500	18000
Children Education Allowance	100	1200
FBP	11308	135698
Gross Salary (A)	34887	418644
PF Employee Contribution	1800	21600
Labour Welfare Fund	2	24
Professional Tax	200	2400
Employee Contribution (B)	2002	24024
Net Salary (A-B)	32885	394620
Labour Welfare Fund	6	72
PF Employer Contribution	1950	23400
Mediclaime Insurance (Hospitalization)	736	8832
Gratuity	755	9062
Variable Pay	0	0
Total Employer Contribution (C)	3447	41366
Total CTC (A+C)	38334	460010
<p>1. Net Salary: Gross - (PF employee contribution + Professional Tax + Income tax as applicable)</p> <p>2. Group Medical Insurance: Coverage from 2 lakhs to 5 lakhs which include employee, spouse and first two children, depending on your grade in the organization.</p> <p>3. Variable Pay: If Applicable, It depends on your & company performance, this allowance may decrease or increases & payable at the yearend after yearly performance evaluation.</p> <p>4. Gratuity: This is applicable at the time of exit only, if employee has completed five years of continuous service with the organization. If employee leaves the organization before completing five years, employee is not eligible for gratuity.</p> <p>5. Statutory Bonus: It is applicable as per the statute of bonus.</p>		

For, iASYS Technology Solutions Pvt. Ltd.

Accepted By,




Ruby Singh
Human Resource

Mr. Shivam Shukla




DIRECTOR

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



HealthPlus

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Work Completion Certificate

HEALTHPLUS

To whomsoever it may Concern,

This is to certify that **Miss. Shobha Mahato** has successfully completed 'Smart Healthcare System' on 03-07-2023 according to the specifications mentioned in the business requirements document.

Work Order Number: 213782

Work Period: 01-05-2023 to 28-06-23

With Regards,
Amol Rajwar

Amol Rajwar

Phone: 8849351725

Email ID: arajwar_healthplus@gmail.com

D-11 Udyog Bhavan No li Midc Rd,

Andheri , Mumbai,Mumbai,

400093,India



This is a digitally signed document. Authorized by HealthPlus.



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

TP
KC

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TPKC Technologies

HR/2022-23-010

Date : 30/06/2023

TO WHOMSOEVER IT MAY CONCERN

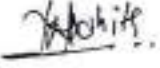
This is to certify that Ms. Shraddha Sanjeevkumar Umate from Master of Computer Application (D. Y. Patil Institute Of Master Of Computer Applications) has been associated with us as Product Engineering Intern from March 15, 2023.

During Internship, Ms. Shraddha Sanjeevkumar Umate worked on "WageTrackNow". His/Her performance exceeded expectations and was able to complete the project successfully.

The project was carried out in partial fulfillment of requirement for the award of degree of Master of Computer Application from D. Y. Patil Institute Of Master Of Computer Applications for the Academic Year 2022-2023.

We wish him/her all the best for him/her future career.

Yours Sincerely,
For TPKC Technologies


(Dr. Nitin Mohite)
Founder & CEO

For TPKC TECHNOLOGIES




K. Nimish

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

Proprietor

+91-8379-02-4242

timepasskar.com@gmail.com

Nigdi, Pune



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Twinnov Technologies Pvt. Ltd.

Date: July 11, 2023

Document No: TW/23-24/INT/PRJ-07/1

To Whomsoever it may concern

This is to certify that **Shreyas Sanjay Joshi** has successfully completed the **Arduino-controlled Bluetooth Car** project. He has demonstrated exceptional skills and dedication throughout the project.

Project Details are as below:

Project Title: **Arduino-controlled Bluetooth Car**

Technology: **Arduino, Bluetooth communication**

Duration: **20-FEB-2023 to 20-MAY-2023**

We acknowledge **Shreyas Sanjay Joshi's** outstanding performance in designing, developing, and implementing the **Arduino-controlled car using Bluetooth technology**.

This certification represents their competence and successful completion of the project.

We thank him for his contribution and wish him success in his future endeavors.

For, Twinnov Technologies Pvt Ltd.



Director
Mr. Shashikant Gunjal



K. Nimrah

DIRECTOR

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

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Twinnov Technologies Pvt. Ltd.

Reg. Off. : S.No. 188/1, Shraddha Gardens, E-Building, Shop No. 1, Gawade Colony, Chinchwad, Pune - 411033.
Website : www.twinnovtech.com | E-mail : info@twinnovtech.com | Mob : +91 97655 09450
CIN No. : U74999PN2018PTC175573 | GST No. : 27AAGCT6817M1Z8

Follow us:



GO DIGITAL TECHNOLOGY CONSULTING LLP

10, Contractor building, 15 Vaju Kotak Marg, Fort, Mumbai- 400001.

Email- hr@godigitaltc.com; Website- <https://godigitaltc.com/>

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21st August 2023

Subject: Offer of Employment ("Offer")

Dear **Shrikrishna Nikam**,

Congratulations on your selection at Go Digital Technology Consulting LLP ("GDTC" or "Company") – A fast growing Digital Technology Company! We are pleased to extend this offer to you to join our highly energetic and innovative team helping Fortune 500 companies modernize and transform their business.

Job Profile – **Associate Engineer**

Department – **Technology**

Location – **Pune, India**

This Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment and your compliance of all other terms and conditions mentioned in this Offer.

Your employment with the Company will be governed by GDTC's Terms of Employment. You are required to carefully read and understand these Terms of Employment and accept the same as a part of accepting this Offer. GDTC shall be entitled to make declarations on Company policies and may alter the same from time to time at its sole discretion (including altering the Terms of Employment). All such policy decisions of GDTC shall be binding on you and shall override this Agreement to that extent.

The Annexures to this Offer form an integral part of this Offer and are binding on you as a part of the Offer itself. Please note that you are required to submit a signed copy of this letter along with copies of the following, on the day of your joining:

- Annexure 1 – Compensation and Benefits details.
- Annexure 2 – Mandatory Documentation.
- Annexure 3 – Candidate declaration.
- Annexure 4 – Terms of Employment.

Note:

- (i) Each page of this Offer along with the Annexures (including self-attested documents as per Annexure 2) must be signed and submitted/uploaded on or before the date of your joining or within the timelines as may be indicated by the Company. Non-compliance of this term shall result in termination of employment.
- (ii) You are required to also send an accepted scanned copy of this Offer (including annexures, signed on each page) to hr@godigitaltc.com.



K. Nikam

DIRECTOR

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

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Acceptance and Commencement

You have confirmed that you will be joining the Company on **28th August 2023**. To indicate your acceptance of this offer and Terms of Employment with GDTC, please confirm your acceptance/rejection by responding to the email containing the Offer and the Terms of Employment. If we do not receive your response before the expiration of **07 days** (seven days) from the date of this Offer, the terms of this Offer will be deemed to have been rejected by you, unless otherwise communicated by you to the Company in writing and the offer shall stand rescinded. Further, at the time of joining you are required to provide all documentation identified in Annexure 2 along with the signed copy of this offer letter and Terms of Employment.

Unless the Company changes your date of joining on its own accord, by accepting this Offer, you expressly agree that you will join on the aforementioned date. Please note that any request for change in date of joining must be sent to shraddha.panire@godigitaltc.com and hr@godigitaltc.com at least 5 days prior to your date of joining as mentioned above.

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 mandatory drug/alcohol/substance test. This offer and your employment with GDTC 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, GDTC may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government/regulatory body/authority exercising its jurisdiction and/or statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory/regulatory requirements/compliance.

You agree and understand that as an employee of the Company you shall be required to adhere to and comply with the policies/ regulations/ notifications/ mandates as may be rolled out/ announced/ mandated by governmental bodies/ regulatory bodies/ local/ other authorities from time to time; and you agree to comply with the same in a time sensitive manner, at all times during the course of your employment with GDTC. You also agree that in case any such policies/ regulations/ notifications/ mandates have an impact on your ability to either attend office/ render your services to GDTC in terms of this Offer read with Annexures hereto, GDTC may require compliance of such policies/ regulations/ notifications/ mandates by you within specified timelines (as may be notified by the Company) to enable smooth functioning of the Company.

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept this engagement from GDTC under the terms and conditions stated above.

Signature:

Date:

Printed Name:

DOJ (if requesting an alternative date):




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

ANNEXURE 1 - COMPENSATION & BENEFITS:

Annual Fixed CTC	[Refer Annexure 5 for CTC Breakdown]
Variable Pay (AVPPS)*, Other Bonuses	[Refer Annexure 5 for CTC Breakdown]
Max Earnings Potential/CTC	[Refer Annexure 5 for CTC Breakdown]

Your Annual Fixed CTC will be structured in line with the relevant Company policy from time to time.

*All eligible employees (as per Company policy) will be able to participate in the Annual Variable Performance Profit Share Program ("AVPPS"). Your indicative pay-out can range from 0% to 8% of the prorated fixed pay in the financial year ("FY"), subject to the overall terms and conditions of the AVPPS, including but not limited to your performance/ achievements and the Company's performance. In addition to these two components, your AVPPS 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 AVPPS program guidelines. The AVPPS will be paid out subject to you being on the rolls of the Company and not serving notice period on the date of disbursement of these payouts and will be prorated based on your tenure in GDTC and considering the period of leave without pay during the said FY.

Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable. Exemptions to PF if any, shall be as per the existing law. Please note that your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable laws.

Other Bonuses (Over and Above AVPPS):

You may be eligible for Other Bonuses (including but not limited to Outperformance Bonus, Relocation Bonus, Retention Bonus), at the sole and absolute discretion of the Company, based on benefits accruing / recognitions accorded to the Company owing to your contributions/ and/or any other factors.

In the event of you choosing to leave the Company, or your services being terminated before the completion of the requisite tenure (applicable to such Bonus categories per Company policy), any such Bonus will be construed as debt due and shall payable by you and may be recoverable from you upon termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible and you shall remain liable to repay any Bonus amounts still due as repayable after such adjustment against final settlement.

Benefits:

You will be eligible for the following benefits (included in your Annual Total Fixed CTC) as on the date of your joining. Please note this may vary in accordance with the prevailing Company policies from time to time.

- Medical Insurance for Self, spouse, parents and 2 dependent children.
- Personal Accident Coverage for Self
- Life Insurance Coverage for Self
- Gratuity as per The Payment of Gratuity Act, 1972.

The quantum of benefits (Sum Insured, etc.) is dependent on your Designation/Management Level in accordance with Company policies from time to time. All benefits are subject company policies, management decisions and discretions. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary the benefits and modify the terms and conditions of the benefits applicable to you including Medical Insurance, Personal Accident Insurance, Term Life Insurance program.




DIRECTOR
D. Y. Patil Institute of Master of Computer
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ANNEXURE 2 – ONBOARDING DOCUMENTS & FORMALITIES

REQUIRED DOCUMENTATION

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Signed hard copy of the offer letter (mandatory to be submitted on day 1)
- Signed hard copy of the Terms of Employment (mandatory to be submitted on day 1)
- Document/s containing start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Relieving Letters from previous employer
- Experience Certificate from 2 previous employers (if relieving letters not submitted)
- 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.




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

ANNEXURE 3 - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractual service relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractual service relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractual service relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into GDTC premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to GDTC, including any such documents or materials from my previous employer. To the extent I feel that my employment at GDTC would require me to bring any third party documents or materials to GDTC I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractual service relationships. I agree and acknowledge that a breach of this provision shall entitle GDTC to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Name:

Date:




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

Ref no. 580/07/2023

Date: 4/Aug/2023

To whom it may concern,

This is to certify that **Mr. Shubham Kishor Kharche**, student of final years **MCA Sem IV** From. D Y PATIL INSTITUTE OF MCA AND MANAGEMENT AKURDI, PUNE

has worked as an "**Intern Software Developer**" in this Organization During his training in 'development team' he has completed project work on '**Food Donation Application (Aahaar App)**' Application form 1st May 2023 to 31nd July 2023.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.



Yours sincerely
Aman Kumar, CEO
YHills Edutech Pvt. Ltd.

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



OFFER LETTER

Date: 6th March 2023

Dear **Shubham Bodkhe**,

With reference to your candidature, we are pleased to make an offer of employment to you at **Brainstorm Force LLP** in the capacity of **Trainee Analyst**. Your Employment is based on the following terms and conditions.

Your employment shall commence on **6th March 2023**.

You agree to devote Your full time, attention, and abilities to Your job duties during working hours and to act in the best interests of the Company at all times.

You will not (without the prior written consent of the Company), during Your employment, directly or indirectly be interested in, engage in, be concerned with, or provide services to any other person, company, business entity, or other organization whatsoever (whether as an employee, officer, director, agent, partner, consultant or otherwise)

The company will pay You a fixed remuneration on a cost-to-company (CTC) basis of INR Rs. **1,80,000/-** per annum, payable monthly in arrears in equal installments and subject to deductions and with-holdings under such taxes as may be required according to any applicable law or regulation.

The company reserves the right to terminate the employment and service agreement without any legal or compensatory binding on unsatisfactory performance.

Yearly increments shall be subject to your performance, assessed every six months or as deemed necessary by the Management.

Your individual compensation is confidential, and you are expected to discuss the same only with your manager(s) and concerned HR team members.




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

www.brainstormforce.com





Your employment will be subject to a probationary period of six months, starting from your first day of work. During this time, your performance will be regularly evaluated, and you will be provided with feedback and support to help you meet the required standards.

At the end of the probationary period, your employment will be reviewed, and a decision will be made on whether to confirm your employment, extend the probationary period, or terminate your employment. The decision will be based on factors such as your job performance, attendance, attitude towards work/colleagues, and demeanor.

Please note that during the probationary period, your employment may be terminated without notice or compensation, and you will not be eligible for certain benefits until your employment is confirmed. However, you will be entitled to the same salary, paid leave policy, and other benefits as other team members.

Your individual compensation is confidential, and you are expected to discuss the same only with your manager(s) and concerned HR team members.

You will be entitled to annual leave per Company's policies.

Working hours are entirely flexible, and you can choose to select your work timing. All full-time team members should complete a minimum of 160 hours in a month, 40 hours per week and 8 hours per day.

A list of documents required will be shared with you before joining.

Your Employment will be based on the following Terms and Conditions of Service-

This offer stands valid only till the date of joining, as mentioned in this offer letter. In the event of failure to join on the mentioned date, this letter shall be treated as invalid.

Your employment in Brainstorm Force is subject to submitting all scanned copies of the original documents per the shared list. Please note that the appointment letter will be issued only after submitting all the documents.

The amount shown as remuneration is the total cost to the company, Performance pay, including taxes to be deducted at source, Provident Fund contributions (employee and employer), Profession Tax, conveyance, incentives, etc.




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Akurdi, Pune-411 044

www.brainstormforce.com





Although we have Company offices currently located in Pune, You'll be able to work when you want and where you want. You may work from any remote location, which may be Your home (or any other place You may choose).

Your service shall be transferable to any of the company's establishments, branches, or sister concerns in India or overseas that are present or may be formed/established in the future.

In the course of employment, the ideas that you design, develop, or innovate will remain the intellectual property of the company.

You shall not disclose or divulge any information about the company's business that may come to your knowledge to any unauthorized person(s). On joining, you must sign a confidentiality agreement with the company.

In case of resignation, a notice period of 60 days in writing or salary in lieu of notice will be required, provided, however, that no notice or salary in lieu of notice will be required to be given in case your services are terminated by the company on account of fundamental breaches of the employment relationship, including criminal acts, gross incompetence, willful misconduct or a significant breach of a workplace policy.

This offer letter overrides all previous discussions related to your employment.

Kindly sign a copy of this letter as a token of acceptance of the above-mentioned terms.

We look forward to a long and mutually beneficial association.

With warm regards,

For Brainstorm Force LLP

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

Mr. Pratik Chaskar
CTO

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

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

www.brainstormforce.com





I will constantly strive for the best and to be the best. You can call me a perfectionist if you like, but I want to be proud of everything I do.

The world moves fast, and I want to keep up. There is always more to learn and to experiment with, and I welcome that. I will always have immense respect for time and understand being organized and disciplined are the habits of successful people. I will embrace challenges and responsibilities. I will take ownership of tasks and know I can always speak out or make suggestions if I have ideas.

I strongly believe good communication is vital for every successful relationship, especially with colleagues of different cultures. When people communicate and understand each other, disagreements, conflicts, and poorly managed projects become a thing of the past.

I will strive to incorporate the values mentioned in the Brainstorm Force Creed.

I accept the offer letter and will be joining on 6th March 2023.

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

Shubham Bodkhe

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

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



Date: 26/06/2023

Mr. Shubham Pandurang Bodkhe,
AT post Loni Bk
Ta RisodDist Washim Pin 444506

Dear Mr. Shubham Pandurang Bodkhe,

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

- Role: **Software Developer**
- Date of Joining: 26/06/2023
- Cost to Company: 2,20,596 (Rs.) Per Annum (Two Lakh Twenty Thousand Five Hundred Ninety-Six Only)

02. Probation Period:

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

03. Notice Period:

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

04. Agreement:

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




DIRECTOR
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05. Transfer:

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

06. Other Terms & Conditions:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / member / employee of any other organization/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

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

Thanking You

Yours sincerely,
Aloha Technology Pvt. Ltd.


(Authorised Signatory)




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



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Certificate of Completion

To Whom It May Concern

This certifies that **Miss. Swati Tiwari** has demonstrated exceptional proficiency in developing a fully operational and compliant **Malnutrition Detection System** Web-Based Application at D. Y. Patil Institute of MCA and Management in the year 2023. The project is commendable for adhering to guidelines and showcases a commendable adherence to industry standards.

Dr I. P. PATEL (M. D . Pediatrician)
Vatsalya Hospital and polyclinic ,Ayodhya

MALNUTRITION DETECTION SYSTEM
Ingeniously crafted using Python and Django framework, the project integrates HTML, CSS, Bootstrap, and advanced image detection algorithms.

Construction begin date:14th April 2023

Physical completion date:25th july2023

**VATSALYA
HOSPITAL**

Deokali bypass ,Saketpuri
road ,Ayodhya ,224001.

Phone:
05278-313353,
7007251551



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: 3527319

Letter of Intent ("LOI")

December 18, 2022

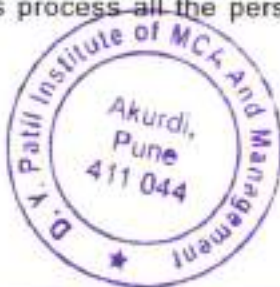
Dear Shubham Vitthal Ute,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A. Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B. We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C. Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D. The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E. Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if



K. N. Nandani

DIRECTOR

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

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

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

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.
- F. Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -
1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
 2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
 3. The business and skill requirement of the Company.
 4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
 5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further




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

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI 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.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com , please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.



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

DIRECTOR

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

ANNEXURE 1

Shubham Ute, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Mani, Taluka Mulshi, Pune-411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 8050 | CIN: U85110PN1983PLC145950




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Applications and Management
Akurdi, Pune-411 044



Wheel Wisher

Multi-brand Two-Wheeler Services

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TO ALL PARTIES CONCERNED

This is to certify That Miss.Shweta Ramesh Patil of D.Y. Patil Institute of MCA and Management Pune pursuing his full-time master's Degree in Computer Application Has successfully completed the project assigned to him entitled to him entitled – "Wheel Wisher-Android Application "From April 9 2023 to till date.

1. It is an Android based project, which is Developed using java And Firebase.
2. Wheel Wisher: Simplifying Two-Wheeler care with expert services at your fingertips.
3. There are mainly two users of this system policy holder i.e. Service Provider and Consumer.

This letter is issued exclusively for college purposes. Its sole intent is to serve the needs of the college and its related activities.

Kindly Regards

Rohit Raut
Founder and CMD
Wheel Wisher Pvt Ltd.
www.wheelwisher.com

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Wheel Wisher Pvt Ltd,
Office No.6, Sai-prasad Complex, Kirti Nagar,
Vadgaon Bk, Pune, 411041
wheelwisher.1@gmail.com
wheelwisher_email@gmail.com



K. Nimra

DIRECTOR

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

IASYS/HR/2122/GETO

07-Nov-2022

OFFER LETTER

To,
Mr. Siddheshwar Mahadev Powade,
Pune
Maharashtra, 411001.

Dear Siddheshwar,

We are pleased to inform you that you have successfully cleared your interview conducted by the **IASYS Technology Solutions Pvt. Ltd.** and we are satisfied to offer you an appointment in our organization as **Graduate Engineer Trainee**, as per following Terms and Conditions:

TRAINING:

- a) Your training will be at on Job training in Pune. However, you may be transferred anywhere in India if circumstances so necessitate to continue training on the same terms and conditions.
- b) The training will be for a period of one year from the **05-Jun-23**.
- c) On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.

1. **CTC:** The overall CTC offered to you shall be **Rs 460010/-** per annum. (Refer Annexure for details)

2. **Employment Agreement:**

- a) As a part of GET policy you must sign an employment agreement of the period of Two years with **IASYS Technology Solutions Pvt. Ltd.** Worth Rs 2 Lakh.
- b) In case of breach of the employment agreement, you will be liable to pay the agreement amount as mentioned in the agreement.
- c) **Retention Amount:** In the first year of employment, per month there will be a deduction of retention amount as per below-mentioned slab.
- d) Retention amount is given back to the candidate once he completes Two years of full-time employment at **IASYS Technology Solutions Pvt. Ltd.**

Corporate Office
Plot no.23/5, Rajiv Gandhi Infotech Park,
Phase 3 - Hinjewadi MIDC,
Pune 411007 India
Ph +91 20 6770 3400

Registered Office
S. T. Rajwade Residency
11 Trade Park Shivajinagar
Pune 411003 India
Ph +91 20 2552 0802



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Sr.No	CTC offered	Retention amount to be deducted- per year	Retention amount to be deducted- per month
1	Below 5 Lakh/Year	24000/- (Twenty Four Thousand Rupees Only)	2000/- (Two Thousand Rupees Only)
2	Above 5 Lakh/Year	48000/- (Forty Eight Thousand Rupees Only)	4000/- (Four Thousand Rupees Only)

3. RULES AND REGULATIONS:

You will be governed by the terms and conditions of the Trainee Agreement, Staff Regulations and Rules as applicable to the Trainees of your category from time to time.

4. TRAINING PERIOD:

Your training period will commence from the date of your joining. You are requested to confirm acceptance of this employment offer and inform the date of your joining within 5 working days from the date of issuance of offer.

As a token of your having understood the terms and conditions enumerated above, you are requested to sign the duplicate copy of this letter and return to us.

With Best Regards,

For, iASYS Technology Solutions Pvt. Ltd.

Read, Understood, Accepted By,

Ruby



Ruby Singh
Human Resource

Mr. Siddheshwar Mahadev Powade

SALARY ANNEXURE

To,



K. Nimish

DIRECTOR

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

Mr. Siddheshwar Mahadev Powade

CTC		
Components	Monthly	Yearly
	(INR)	(INR)
Basic	15699	188390
HRA	6280	75356
LTA	1500	18000
Children Education Allowance	100	1200
FBP	11308	135698
Gross Salary (A)	34887	418644
PF Employee Contribution	1800	21600
Labour Welfare Fund	2	24
Professional Tax	200	2400
Employee Contribution (B)	2002	24024
Net Salary (A-B)	32885	394620
Labour Welfare Fund	6	72
PF Employer Contribution	1950	23400
Mediclaime Insurance (Hospitalization)	736	8832
Gratuity	755	9062
Variable Pay	0	0
Total Employer Contribution (C)	3447	41366
Total CTC (A+C)	38334	460010
<p>1. Net Salary: Gross - (PF employee contribution + Professional Tax + Income tax as applicable)</p> <p>2. Group Medical Insurance: Coverage from 2 lakhs to 5 lakhs which include employee, spouse and first two children, depending on your grade in the organization.</p> <p>3. Variable Pay: If Applicable, it depends on your & company performance, this allowance may decrease or increases & payable at the yearend after yearly performance evaluation.</p> <p>4. Gratuity: This is applicable at the time of exit only, if employee has completed five years of continuous service with the organization. If employee leaves the organization before completing five years, employee is not eligible for gratuity.</p> <p>5. Statutory Bonus: It is applicable as per the statute of bonus.</p>		

For, iASYS Technology Solutions Pvt. Ltd.

Accepted By,




Ruby Singh
Human Resource

Mr. Siddheshwar Mahadev Powade




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



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

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Superset ID: 3524715

Letter of Intent ("LOI")

December 18, 2022

Dear Siwani Kumari,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your 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 notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2**. Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI

- 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if



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Akurdi, Pune-411 044

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

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

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter ("**Offer**") based on your performance in the assigned pre-onboarding training program and as per the business requirements.
- F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -
1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
 2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
 3. The business and skill requirement of the Company.
 4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
 5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii) on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. 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. Capgemini reserves the right to decide the continuance of your further



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training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI 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.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

Should you have any query, please to contact fresherhiring.in@capgemini.com , please ensure you mention your name, registered email id, superset id and details of the query.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer generated document. No signature is required. This document is containing confidential information.



A handwritten signature in purple ink that reads 'K. N. Nimbale'.

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

ANNEXURE 1

Siwani Kumari, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)**. Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000 (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI 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 LOI 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.

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Regd Office: Pune Hinjewadi Regd. Office No. 14, Raju Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145250




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



* Private & Confidential *

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Reference: **BB/HR-62/2100/2022/Perm**

Date: **15th Jun 2023**

Ms Snehal Koyale

Babar Empire, , Akurdi

Pune, 411035

Mobile: 7264870993

Email: snehalkoyale19@gmail.com

Subject: Offer Letter

Dear Snehal Koyale,

With reference to your assessment, evaluations and subsequent discussions, we are pleased to offer you an appointment with BlueBinaries in Band L1 designated as **Associate Engineer** and you will be allocated your job location at one of BlueBinaries offices across India, as per the requirements on the date and month of your joining.

BlueBinaries' entrepreneurial framework is non-hierarchical and provides associates the ability to perform different roles based on their capability and available opportunities. Distinct career paths and roles have been defined and equivalence established for those playing definitive roles in Practice / Programs / Product groups.

Your Annual CTC will be **5,00,000 (INR Five Lakh only)**. Please refer **Annexure I** for details on compensation and statutory deductions. Information regarding compensation and benefits plan is strictly confidential and should not be shared with anyone in any manner whatsoever, under Data Security & Protection policy of the company.

You are required to join us on **25th Sep 2023** and the offer stands withdrawn thereafter unless the date is extended or communicated to you in writing. However, your services are liable to be transferred to any of the company offices or subsidiaries or sister concerns in India or Overseas.

On the Day of joining, you are requested to report at **10:00AM** to complete the joining formalities at **BlueBinaries Engineering and Solutions Pvt. Ltd** at the location informed to you before your date of joining. The location shall be notified to you in advance. At the time of joining, you are expected to carry the hard copy of all the supporting documents mentioned in the Annexure II.

Kindly acknowledge the acceptance of the offer letter latest by **20th Jun 2023**. In case of any further clarifications required on the offer letter, please get in touch with our **Talent Acquisition** team (Email ID: Talent.Acquisition@bluebinaries.com).

We welcome you to BlueBinaries family and look forward to a mutually beneficial and purposeful association.



K. Nimish
DIRECTOR

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

**Employment Terms and Conditions:****Emoluments:**

1. You will receive emoluments / allowances as per the Annexure I.
2. The benefits like Gratuity, Provident Fund and Medical Benefits, for self and family, shall be part of your total compensation.
3. With effect from the date of your employment, you are required to become a member of the company's Staff Provident Fund.

Probation:

1. You will be on probation for a period of **Six Months** from the date of joining and you shall be deemed to be confirmed on successful completion of the probation duration. The company reserves the right to extend or deny your probation and any such extension or denial will be communicated in writing.
2. During the period of probation, either party will be allowed to terminate the contract of employment by giving **One Month** of notice in writing, subject to company's right to pay the salary in lieu thereof or on prorata basis.
3. Employees who do not complete their probation will not be eligible for compensation revision and promotion. Such benefits shall be held back till successful completion of probation.

Deputation & Condition of Hire:

1. Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.
2. Though you have been engaged for a specific position, the Company reserves the right to send you on training / deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad. In such case, the terms, and conditions of service applicable to the new assignment will govern you. You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned / seconded / deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests. As the company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the company as deemed appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) you're returning to base location after the completion of the project and serving the company for a stipulated period.
3. You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

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



4. If the company sends you on training including research and development activities or on deputation to other country or a place in India with a view to benefit the company in pursuance of its business objectives, which will be at an additional cost to the company, you agree not to accept employment in a company in competition with BlueBinaries Engineering and Solutions Private Limited and /or undertake a business that is in competition with BlueBinaries Engineering and Solutions Private Limited. In the event you leave the company within 1 year after such training period as mentioned above, the company will be entitled to recover the costs from you, incurred by the company towards such training or deputation.

Confidentiality / Non-Disclosure:

1. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
2. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites nor will you grant permission to assist, permit entry to, or in any manner cooperate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
3. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.
4. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which conflicts with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual / firm / institute / body corporate, etc., whether for any consideration or not.
5. You must return to the Company, upon request, and in any event, upon termination of your employment, all documents, assets and tangible items which belong to the Company, or which refer to any confidential information and which are in your possession or under your control.
6. You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

DIRECTOR

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

**Unauthorized Software:**

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

Leave Policy:

You will be entitled to 'Leaves' as per the existing Leave Policy of the company and as amended from time to time.

Provident Fund

If you are a member of Provident Fund of an establishment covered under the Employees Provident Fund Act, 1952 or the Provident Fund is recognized under the Income Tax Act, 1961 and you have not withdrawn the total accumulation standing to the credit of your account in the Fund Account, you will be entitled to join 'Regional Provident Fund Organization' on receipt of your declaration in Form No 11, Otherwise you will be enrolled as a member of the above Provident Fund from the day of your joining the company.

Medical Benefit Scheme

You will be eligible for the medical benefits in accordance with the existing Company Medical Insurance Scheme as applicable to your band.

Gratuity

You will be entitled to receive gratuity in accordance with prevailing gratuity rules and the company's scheme as applicable to your band.

Code of Business conduct:

You will be governed by the Code of Business Conduct as is in force from time to time and will be required to demonstrate appropriate behavior towards its adherence and cherish the values propagated by the company

Background Check & references:

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your employment, education, and work history. In case any information is found to be incorrect, the company can terminate your employment without notice and recover any payments paid or due to be paid that was rightly not payable had the absence of authenticity been known prior to your joining with the company.

**DIRECTOR**

**D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411044**



Separation and Termination:

1. Your terms of employment are subject to termination with Three months of written notice on either side. You shall ensure that all your ongoing activities are successfully completed and handled properly as per the company policy. However, for cause like misconduct, gross negligence, misbehavior, or non-performance, BlueBinaries may terminate your services with immediate notice. The Company shall have the right to suspend you on full pay and benefits pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud, or other circumstances (if proved) would entitle the Company to dismiss your services summarily.
2. For separation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.
3. Unauthorized absence or absence without permission from duty for a continuous period of 5 consecutive days, would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
4. Reference check will be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the company or if the information furnished by you is not true, the company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Retirement

This agreement automatically stands terminated on the day on which employees reach the age of retirement as per Indian law and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during work hours or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

Jurisdiction

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

DIRECTOR

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





General Information:

1. 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 always be the property of the company.
2. 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.
3. You shall, on ceasing to be the employee of the Company, forthwith return all Company properties, movable and immovable, including, without limitation, all Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.
4. Any joining expenses including relocation expenses, etc. reimbursed or any payment made to you while joining by the Company will be recovered in the event you leave the organization within one years of joining.
5. You will be subject to all applicable laws of the land and all rules, regulations and policies of the Company which may in force from time to time.

Relocation Expenses:

You will be eligible for a reimbursement (against bills) for a max of INR 30,000/- (Rupees Thirty Thousand only) towards relocation of personal effects. The same shall be recovered in case you resign from services of the company within one year from date of joining.

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above-mentioned terms and conditions of the employment, having read the attached Code of Corporate Governance and on joining you will abide by its prescriptive principles.

If the above conditions are not satisfied/fulfilled on or before **20th Jun 2023**, this letter of appointment will become null and void and will stand cancelled.

For BlueBinaries Engineering & Solutions Pvt Ltd.

Shilpa Prasanna

Manager - Talent Acquisition

Acceptance of appointment terms & conditions:

I hereby agree that I have read, understand, and confirm my joining on or before **25th Sep 2023**

Name: _____

Signature:

Date:

Place:

DIRECTOR

^eD. Y. Patil Institute of Master of Com

Applications and Management

Akundi, Pune-411 004



Indemnity Bond with Surety:

This Indemnity is made and executed at _____ on this day of _____ by
Mr/Ms/Mrs _____ age _____ S/o Mr _____ a permanent
resident of _____

[hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors, and assigns] the party of the first part

AND

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

IN FAVOUR OF BlueBinaries Engineering and Solution Pvt Ltd, a company incorporated under the
Companies Act, 1956 and having its Corporate Office at 5th Floor, Gamma Block, SSPDL Alpha
City, Old Mahabalipuram Road, Navallur, Chennai - 603103, Tamilnadu [hereinafter called
"BlueBinaries" which expression shall, unless repugnant to the context or meaning thereof, mean
and include its successors-in-interest and permitted assigns].

WHEREAS the Employee has been selected for appointment as _____ in _____ in
the service of BlueBinaries.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointment
has already been issued to the Employee vide letter No. dated of BlueBinaries _____.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been
communicated to BlueBinaries on _____ by the Employee.

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall
undergo an initial training programme for a minimum period of 3 months and would be
subsequently placed on assignments relating to various projects of BlueBinaries. The Employee
shall serve BlueBinaries for a minimum period of twenty-four (24) months from the date of
joining of the Employee and execute an indemnity with surety in favour of BlueBinaries.

NOW THIS INDENTURE WITNESSETH as under:

a) In compliance of the aforesaid condition in Offer of Appointment subject to which BlueBinaries
has agreed to give appointment to the Employee, the Employee hereby undertakes to undergo
the Initial Training Programme as provided by BlueBinaries without any interruption whatsoever
and serve BlueBinaries, on its various projects at any location, in India or abroad, for a minimum
period of twenty four (24) months from the date of joining.



K. N. N. N.

DIRECTOR

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

Akurd, Pune-411 014



b) The Employee hereby undertakes to devote his/her full time and attention to the business of BlueBinaries with due care, skill and diligence. The Employee further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of BlueBinaries.

c) The Employee hereby undertakes to honor the commitment made by BlueBinaries to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.

d) The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the Employee under this agreement of indemnity. In case of breach of the terms of this indemnity by the Employee and failure to indemnify BlueBinaries, the Surety shall be jointly and severally liable to pay the aforesaid amount of INR 300,000/- (Rupees Three lakhs only) to BlueBinaries with an interest at the rate as specified herein below, immediately on demand.

e) The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him /her leading to termination of his/her service as per rules/regulations, by BlueBinaries, he/she shall pay an amount of INR 300,000 (Rupees Three lakhs only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which BlueBinaries has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by BlueBinaries during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 300,000 (Rupees Three lakhs only) are reasonable, which they both agree to pay jointly and severally, on demand made by BlueBinaries.

f) Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the Employee to continue in the service of BlueBinaries for the aforesaid term of twenty four (24) months, and BlueBinaries shall always have the right to take appropriate action against the Employee as per terms of the appointment letter and/or the rules and regulations of BlueBinaries as applicable, in case of commission of any misconduct by the Employee.

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

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

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




K. Nimish
DIRECTOR

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



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

1. WITNESS:

NAME & ADDRESS:

2. WITNESS:

NAME & ADDRESS:


K. Nimale


DIRECTOR

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





Annexure I: Compensation and Benefits Plan

 Compensation & Benefits Plan		
Name	Snehal Koyale	
Designation	Associate Engineer	
Band	L1	
Annual CTC (In INR)	5,00,000	
Location	Pune	
Components	Monthly (INR)	Annual (INR)
Basic(@30% of the Fixed Pay)	11,593	1,39,113
HRA(@50% of the Basic)	5,796	69,556
Special Allowance	21,253	2,55,040
(A) Total Fixed Pay	38,642	4,63,709
Gratuity(4.81% of the Basic Pay)	558	6,691
Medical Insurance Premium	667	8,000
Employer Contribution to PF(12% of the Basic Pay)	1,800	21,600
(B) Statutory & Additional Benefits	3,024	36,291
(A) + (B) Total Cost to the Company	41,667	5,00,000
Medical Insurance includes for Self, Spouse and up to 2 Children. The Coverage is INR 3 Lakhs for Group Mediclaim Policy and also covers INR 20 Lakhs as General Life Insurance.		
Flexi Components Definitions: Flexible Benefits Plans allows an employee to allocate a certain part of the special allowance to various tax exempted component, where the allocated amount either directly get deducted from the special allowance and get credited to the respective component or the taxation will be as per the bills submitted towards these components as investment proof against the declaration for that financial year.		
Food Allowance	INR 2,200/- per month	
Fuel Allowance	INR 1,800/- per month	
Leave Travel Allowance	INR 1,00,000/- per block	
Vehicle Maintenance	INR 900/- or 1500/- per month (as per engine capacity)	
Books and Periodicals	INR 1000/- per month	
Telecommunication and Internet Charges	INR 3000/- per month	

Name:

Date:

Signature:

Place:



K. Nimra
DIRECTOR

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



Annexure II: Checklist of the documents

Education Certificates:

1. Xth Certificate & Marks sheet copy
2. XIIth Certificate & Marks Sheet copy
3. Graduation / Degree Certificate & Consolidated Marks sheet or Sem wise Marks sheet
4. Masters Certificate & Consolidated or Sem wise Marks Sheet
5. Diploma / PG Diploma Certificate & Consolidated or Sem wise Marks Sheet

Experience / Offer Related Documents:

1. Previous Experience or Service Certificates
2. Current Company offer letter and Hike letter if any
3. Last 2 months Salary Slips
4. Current Company Resignation Acceptance letter or Relieving letter
5. BlueBinaries Engineering & Solutions Offer letter copy (Duly Signed)
6. Updated Resume

ID Proof / Address Proof Related Documents:

1. Passport copy
2. Aadhaar Card copy
3. Pan Card copy
4. 2 Passport size photograph



DIRECTOR

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

Akurdi, Pune

Page 11

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Sruthy Sreekumar

College: Dr. D. Y. Patil Institute of Engineering, Management & Research, Akurdi, Pune-44

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sruthy Sreekumar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer 'Annexure 1') and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000 pm**.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in 'Annexure-1'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer 'Annexure-2')
5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven (7) days from the date of this letter.

If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your first semester is completed as applicable.



R. N. Nimbh

DIRECTOR

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

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:
- Failing to meet the qualification criteria during the Training Program assessments
 - Unauthorized absence during the Training Program
 - Integrity and other disciplinary expectations
9. All Annexures appended herewith shall form an integral part of this letter.
10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.
11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.
13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.
14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For LTI Ltd.



Thiagu Dharmalingam

Senior Manager -Talent Acquisition

I have read the letter and accept the same.

Signature and Date



DIRECTOR

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

ANNEXURE-1

Eligibility Criteria for Engineering – Year 2023 Batch		
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.Sc
Branches:	All Branches	M.E./M.Tech(All branches) MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion of the entire course</u> i.e. after SSC/after HSC or Diploma which should not be more than 2 years. No Year drop allowed.	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per year respective University norms • Provisional/Passing Certificate must state First Class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> . (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	



K. N. Nimbale
DIRECTOR

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. LTI may take immediate action at any time during or after the interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.
3. This recruitment process is completely free of cost.

Candidate Signature: _____**Name:** _____**Institute Name:** _____**Mobile No:** _____

A handwritten signature in blue ink, appearing to read "K. Nimale".

DIRECTOR

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

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.




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

ANNEXURE-3

Name : Sruthy Sreekumar

Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	363180	30265
Annual Incentive	0	
Total Variable (p.a.)	0	
TTC(p.a.)	363180	
PF	21600	1800
Gratuity	8658	722
Mediclaime Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	43187	3598
Cost to Company (CTC)	406367	33863

Medical Insurance Premium:

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* / Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



K. Nimra
DIRECTOR

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



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Date: 01/08/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sumit Diliprao Ingale of D. Y. Patil Institute of MCA and Management Pune pursuing his full-time Master's Degree in Computer Application has successfully completed the project assigned to him entitled "LNT ELEVATORS" as a part of his academic year 2022-2023 4th semester project.

He has done his project from April 2023 to till date.

1. LNT ELEVATORS is an Android Application which is developed using Android, Firebase Technology
2. It has mainly three operators Client, Employee and Admin.
3. Client can post their requirement on our platform and this requirements will be reviewed by our employee and employee will be responsible to fulfil the requirements respectively. Admin will manage all users.

This letter is solely issued for college purpose only.

Kindly Regards,

Sagar Morkhade

Sagar Morkhade
Project Manager



8793196382



LNT ELEVATORS

Address:- A/41, Sadar, Nagpur, Maharashtra 440001

Intelevators@outlook.com



K. Nimale

DIRECTOR

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



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- E-Book Publication
- Software Consultancy
- Infrastructure Development
- Graphic Designing
- Animations
- Cloud Computing
- Printing Technology

Ref: HT:2023-07-12:PCC003

Date: July 13, 2023

Certificate

This is to be certified that the project report entitled **Matrimonial Website** is prepared by **Sumit Kumar** of D.Y. Patil Institute of Master of Computer Application & Management of MCA-IV Semester during the academic year 2022-23 and the same has been examined and duly signed.

The report is submitted in partial fulfillment of MCA course for the academic year 2022-23 as per the rules and prescribed guidelines of Savitribai Phule Pune University.

He has successfully completed 06 (six) months internship programme at this Pune Office. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

Nitin Bhopatkar

Internal Project Guide
Huda's Technologies,
Pune

Mohammad Noorul Huda

Director
Huda's Technologies



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

Akurdi, Pune-411 044
Blue Ridge, Hinjawadi Phase-1, Pune-41, (M.S.).

Call: 9665077771, 9657877771 | Email: contact@hudastechnologies.com

www.hudastechnologies.com



Reg No: AUNDH/11/7251

Date: 1st August 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Suraj Pandurang Giri** of Master of Computer Application Student of **Dr. D. Y. Patil Institute of Master of Computer Application and Management, Akurdi, Pune** has successfully completed his project titled as **"Alloy Mechanical Workshop"** under the guidance of **Androzen Software Solutions Pvt. Ltd.**

He has undergone Industrial Training in our company for a period from April 2023 to July 2023 and completed the software module assigned to him. We found him hardworking and sincere in his work. We extend our bestwishes further future professional growth.

Vinod Sarode

Director



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DIRECTOR

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

Regd. Off : Aundh 152, Opp. Gokulgar School, Next to AIMS Hospital, Aundh, Pune - 411007

Branch : Shivajinagar : 10 Devika Heights, 4th floor, Opp. AISSMS College, PMC-Shivajinagar Road, Pune : 411005

Tel. No. : 020-41121111 | Mobile : 91-9604047689 | E-mail : admin@androzen.in | Web : www.androzen.in





30 June 2023

2023/06/30/70511

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sushant Gandhale, student of Master of Computer Applications (MCA) from D Y Patil college (DYPIMCAM), Pune has undergone internship with us from Jan-June 2023 as a part of the mandatory industrial training for the academic year 2022-2023.

Details of his Internship work are:

1. Project - GCPL [Garden City Premiere League Management System]
Platform used - Ubuntu
Front End: ReactJS + HTML + CSS
DB: MySQL
Back End: NodeJS

The above work is being carried out under the guidance of Mr. Mohan Bakshi. We wish Mr. Sushant all the best for his academic evaluation.

Mohan Bakshi

Mohan Bakshi
Software Engineer
Posit Source Technologies Pvt. Ltd.



K. Nimale
DIRECTOR

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





POSIT SOURCE TECHNOLOGIES PRIVATE LIMITED

30 June 2023

2023/06/30/70512

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Swapnil Maykar, student of Master of Computer Applications (MCA) from D Y Patil college (DYPIMCAM), Pune has undergone internship with us from Jan-June 2023 as a part of the mandatory industrial training for the academic year 2022-2023.

Details of his Internship work are:

1. Project - GCPL [Garden City Premiere League Management System].
Platform used - Ubuntu
Front End: ReactJS + HTML + CSS
DB: MySQL
Back End: NodeJS

The above work is being carried out under the guidance of Mr. Prasad Shingate. We wish Mr. Swapnil all the best for his academic evaluation.

P. Shingate

Prasad Shingate
Software Engineer
Posit Source Technologies Pvt. Ltd.



K. Nimble

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 004

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Posit Source Technologies Pvt. Ltd. 705 Supreme HQ, Sr.No 36, Baner, Pune - 411045
GIN: U72200PN2642970142009 www.positsource.com info@positsource.com



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Date: 03/08/2023

GST No. - 27AAACT3910D1ZS

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Tushar Vilas Kharabe** pursuing his two year full time Master's Degree in Computer Application (MCA) from D.Y. Patil College of MCA, Akurdi -Pune has partially completed a project titled "Smart Parking Assistant" for **Thermax Ltd. Bhosari, Pune.**

He has done his project during 15 May 2023 to till date.

We wish him/her every success in life. This letter is solely issued for college purpose only.

Kind Regards,

Sahil Pawar

Mr. Sahil Sunil Pawar



185

Manager

Thermax Ltd. -ENVIRO

Environment House,

Plot No. 90-92, B G Block,

MIDC, Bhosari,

Pune 411 026



K. Nimale

DIRECTOR

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

OM PROVISION STORE

05 Gurudev Apartment Karelibaugh, Vadodara-390018

93

Cert.No. 219/J-3968

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Vinayak Deshmukh of Dr D.Y. Patil Institute of Masters of Computer Application and Management, Akurdi, Pune, has been assigned to create a Point of Sales System "RetailZ POS" for our retail store. The duration of the project is 2/05/2023 to 15/07/2023.

Following requirements are needed to be covered in the project:

- 1) A web-based Application, where an employee can easily make transactions.
- 2) An inventory management system to manage the inventory for our retail store.
- 3) To easy access of the records.

Note: Requirements may vary.

Kind Regards,

Hitesh Bhai Patel

Phone: +91 99987 68755

Email Id: pd015989@gmail.com

Address: 05 Gurudev Apartment,

Wagheshwari society,

Karelibaugh, Vadodara-390018



192

K. Nimbh

DIRECTOR

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



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TBG Labs, LLC
2035 Sunset Lake Road,
Suite B-2,
Newark, New Castle, Delaware 15702 hello@tbglabs.com

6th August 2023

To whomsoever it may concern,

This is to certify that Vinayak Halvi and Shrikrishna Nikam of D.Y Patil Institute of MCA and Management, Pune pursuing full time Master's Degree in Computer Application have successfully completed the project assigned to them. They have worked from 7th June to 1st August on Spare Parts Management tools.

The work they have done enables the following things:

- It allows the users to look up the parts that need to be repaired and replaceable
- It allows the users to look up the said parts life expectancy
- It also uses double entry wallet systems
- The ETL part of it is interface-less and powers the entire system and is supposed to be used for organization for its sole benefit for perfect decision making in regards to the products.

This project was done by leveraging Python, Jupyter, matplotlib, numpy and pandas and other Python Visualization tools.

With Warm Regards,

Shree Harsha Inamdar
Co-Founder, TBG Labs LLC
HSR Layout, Bangalore
India, 560102

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K. Nikam

DIRECTOR

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

Akurd, Pune-411 044

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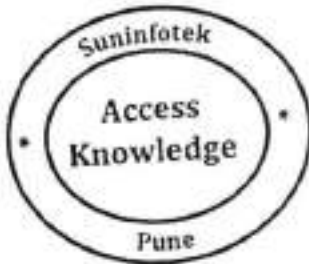
Date: 4/July/2023

To whom it may concern,

This is to certify that **Mr. Vipul Vishwas Adhav**, student of final years **MCA Sem IV** From **D Y PATIL INSTITUTE OF MCA AND MANAGEMENT AKURDI, PUNE.** has worked as an **"Intern Software Developer"** in this Organization During his training in 'development team' he has completed project work on 'Sport Accessories Shop' Application form 28th Feb 2023 to 30nd June 2023.

He has worked as a team member and delivered the application on time and with expected Quality and efficiency.

We wish him all the best for his future assignment and work.



For Suninfotek



Sunanda Nagare



DIRECTOR

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



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July 11, 2023
 Vishal Sadashiv Bankar
 TQ, Ganganagar,
 Ekburji Waghgaon,
 Aurangabad,
 Maharashtra - 423702

EMPLOYEE LETTER OF APPOINTMENT AND EMPLOYMENT AGREEMENT

Dear Vishal,

Based on your credentials and the evaluation process you have gone through, we are pleased to offer you employment with Cornerstone OnDemand Services India Private Limited (the "Company") on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

Your employment will be effective as of July 18, 2023

2. JOB TITLE

- 2.1 Your job title will be "Associate Security Engineer". In this role, you will be reporting to the Associate Manager, Security and Compliance, and you shall be based in Pune / operating from a remote location within India, or as the Company may otherwise direct.
- 2.2 You have been offered employment with the Company on the basis of the information and particulars you have furnished [in your application (including in the resume), at the time of your interview and subsequent discussions]. If it transpires that you have made a false statement or have not disclosed a material fact resulting in being offered this employment, the Company may take such action as it deems fit, in its sole discretion, including immediate termination of your employment. The Company reserves the rights to conduct any reference checks including in relation to education, experience, character, address, police verification or any other factors as may be deemed fit, at any given time and you hereby consent to the Company conducting any such reference checks.

3. COMPENSATION AND BENEFITS

- 3.1 Your compensation and other benefits (C&B) will be as set out in Schedule A hereto. This amount will be subject to applicable withholding taxes and other statutory deductions (including social security contributions) in accordance with the provisions of applicable law. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- 3.2 The Company may, solely at its discretion, change your compensation structure from time to time based, inter alia, on merit considering periodic and consistent overall performance, conditions of the business of the Company and other parameters as determined by the Company at its sole discretion. Any increase in your compensation is discretionary and you shall not consider it as a matter of right.
- 3.3 If, during your employment with the Company, 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.

4. PROBATION

- 4.1 You will be on probation for a period of three (3) months from the day you commence employment with the Company. During this period, there will be on-going reviews of your work, adaptability, acceptability and demeanor. Based upon such reviews, the Company may, at its sole discretion, terminate your employment.

Cornerstone OnDemand Services India Private Limited
 Cornerstone House, 3 Floor, Plot No. 90/2, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91) 022 - 61035400
 CIN No.: - 7200MH2010PTC20241

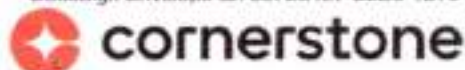
DIRECTOR

D. Y. Patil Institute of Master of Computer Applications and Management
 Akurdi, Pune-411 004

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[Signature]

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probation period could either be reduced or extended at the sole discretion of the Company.

- 4.2 On satisfactory completion of your probation, based on your positive contribution to the organization and your performance, your employment with the Company will be confirmed.

5. PLACE OF POSTING, TRANSFER & SECONDMENT

- 5.1 Initially, you will work from our local office in Pune, India, unless otherwise notified by the Company. However, you could be transferred, deputed and/or assigned to another location or seconded to any other entity based upon the Company's requirements. At such time, you will be notified of terms specific to such transfer and/or secondment, including those relating to compensation, duties, and responsibilities.

- 5.2 You hereby consent to any such transfer, deputation, assignment and/or secondment by the Company of the your employment including to third parties including but not limited to the purposes of providing services to such entities and/or receiving training. Further, in such case, you will also be bound by any policy of such other office, affiliate or third party, in existence, at the time of the secondment, deputation, assignment and/or transfer or that may be subsequently framed by the Company and/or the affiliate

The Company may, at its discretion, require you to work from home or your place of current residence for such time as may be notified to you. In such case, you are not permitted to hold out such space as a place of business of the Company or to list it in any official communication.

6. HOURS OF WORK

The normal working days are Monday through Friday and normal working hours are 9.00 a.m. to 6.00 p.m. You will be required to work for such period of time as is necessary for the proper discharge of your duties to the Company.

7. LEAVE / HOLIDAYS

You are entitled to privilege (earned) leave of 18 calendar days per calendar year. Accumulation and encashment of earned leaves shall be in accordance with Company's leave policy. Besides earned leave, the company provides for casual and sick days, bereavement, paternity and maternity leave benefits. All leave must be applied for in the company's leave management system and approved by your reporting manager.

8. NATURE OF DUTIES

You shall perform, to the best of your ability, all the duties as are inherent in your posting and such additional duties as the Company may call upon you to perform, from time to time. Initial, primary duties are set forth in Schedule B.

9. FULL TIME COMMITMENT

During your employment with the Company you shall devote your whole time, attention and skill to further the Company's interests. 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 or pursue any course of study whatsoever, without the prior written permission of the Company.

10. COMPANY PROPERTY

- 10.1 You shall always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

- 10.2 You shall be responsible for all such items or property and shall immediately report loss of property, in your possession to the local police authorities.



Cornerstone OnDemand Services India Private Limited
Dongar House, 1st Floor, Plot No. 49/50, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91) 022 - 61035486
GIN No.: 7200MH2010PTC20241

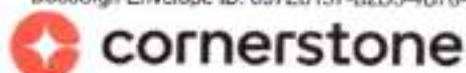
DIRECTOR

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

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Signature

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to the Company for lodging a claim with the insurance company. Failure to do so will automatically entitle the company to recover such amounts from your dues.

11. BORROWINGS / ACCEPTING GIFTS

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.

12. TERMINATION

12.1 Your appointment can be terminated by the Company, anytime during the probation period (including the extended probation period) by giving you fifteen (15) days notice or salary in lieu of the notice period.

12.2 Once confirmed (post end of probation), the company may terminate your employment by giving you two (2) month's notice or salary in lieu thereof. For the purposes of this clause, salary shall mean base salary.

12.3 You may voluntarily resign from your employment with the Company by giving no less than two (2) months prior notice if you have already been confirmed and fifteen (15) day's prior notice during your probation period.

12.4 Should you decide to not serve the complete notice, company reserves the right to withhold the salary in lieu of the shortfall of notice period or recover the same by adjusting un-availed leaves' encashment.

12.5 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, if you have been absent from work without notice to the Company or without sufficient reason for seven (7) days or more, or have committed any material breach of this agreement including but not limited to breach in relation to Section 13, Section 14, Section 15 and Section 16 and / or caused any loss to the Company. In addition to the right to terminate your employment, the Company shall also be entitled to injunctive relief against you. You shall further be liable to the Company for all damages, costs, including court costs and reasonable attorney fees incurred by Company. Misconduct for the purposes of your employment shall include but not be limited to, instances where you:

- a) commit any serious or persistent breach of any of the terms of this Employee Letter Of Appointment And Employment Agreement and breach of representations and warranties contained herein;
- b) are inattentive or negligent in the performance of duties and obligations under this Employee Letter of Appointment And Employment Agreement;
- c) are guilty of dishonesty, misconduct, fraud, misappropriation or neglect in the performance of your obligations under this Employee Letter Of Appointment And Employment Agreement;
- d) are convicted of any criminal offence relevant to the performance of your obligations under this Employee Letter Of Appointment And Employment Agreement;
- e) perform breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or the business;
- f) refuse to comply with any reasonable instruction or direction including any failure to comply with your obligations under any of the Company's rules, policies and/or procedures and any directions given by management of the Company;
- g) repetitively fails to comply with lawful directions of the Company and its officers;
- h) perform unethical business conduct;
- i) abuse alcohol or drugs whilst on the Company's premises, or just prior to commencing work on the premises, which adversely affects your ability to carry out your duties; or
- j) engage in physical abuse or display unreasonable verbal aggression or accept any illegal gratification;
- k) unauthorized disclosure of any confidential information of the Company; and/or
- l) any act or omission that could be construed as misconduct under applicable law.

K. Nimish

DIRECTOR

G. Y. Patil Institute of Master of Comp Applications and Management

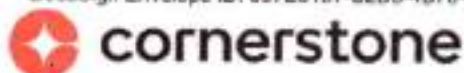
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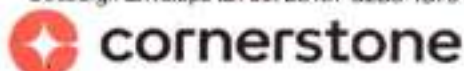
- 12.6 Garden leave: In the event of termination of employment by either party under Clause 12, the Company may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period.

The Company reserves the right, during the garden leave, to:

- a) cease to vest in or assign to you any powers or duties or to provide any work to you;
 - b) change your designation or duties as the Company decides appropriate;
 - c) prevent you from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;
 - d) exclude you from the premises of the Company;
 - e) require you to resign from and/or vacate any office of directorship or any other statutory office that you may hold and you shall be obligated to resign from and/or vacate such office forthwith;
 - f) announce to its employees, clients, customers, vendors and other relevant Persons of the Company that you have been given notice of termination or that you have resigned; and
 - g) If any letter of authority or power of attorney is issued by the Company to you during the term of employment, you will return it on demand or on termination of employment with the Company.
- 12.7 It is hereby clarified that during the garden leave, you will continue to be employed by the Company and will be paid salary and other applicable benefits. You will be required to comply with any conditions laid down by the Company during the period of garden leave and all of the obligations contained in this Contract shall continue to apply
- 12.8 Termination for ill health or disability: If you, at any time, are prevented from ill-health or accident or any physical or mental disability from performing your duties hereunder, you shall inform the Company, either yourself or through any of your relatives, and supply it with such details as it may require and if you are unable by reason of ill-health or accident or disability, for a period of months or more to perform your duties hereunder, the Company may forthwith terminate this contract
- 12.9 On the termination of your employment for whatever reason, you will return to the Company all property; documents and papers, both original and copies thereof, including any samples, literature, contracts, records, customer lists, drawings, blueprints, letters, notes, data, computer programs, reports, manuals, correspondence and the like; and Confidential Information (as defined below), in your possession or under your control relating to your employment or to clients' business affairs. You agree to acknowledge that you have fulfilled such obligation in writing, at the request of the Company.
- 12.10 You will repay to the Company, the balance of any loans or advances made by the Company against your pay or leave entitlements, or any money otherwise owed to the Company by you. The Company is authorized to deduct from your final pay any moneys owing to the Company on termination

13. CONFIDENTIAL INFORMATION

- 13.1 "Confidential Information" means information about the Company's (its affiliates' and business partners') business and that of their customers which is not available to the general public and which may be learnt by you in the course of, or in relation to, your employment. This includes, but is not limited to, information relating to the organization customer lists, employment policies, personnel, and information about the products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- 13.2 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 discloser 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 discloser of such information.
- 13.3 You shall not use Confidential Information for purposes other than the reason for which it was disclosed to you.
- 13.4 At no time, will you remove any Confidential Information from the office



Without prior permission.

13.5 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of your employment with the Company. Specifically, you shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, at any time, to any person or competitor of the Company; or use for any purpose any Confidential Information other than for such purposes as shall be required to fulfil your duties with the Company, or remove any confidential information, in whole or in part, from the Company's premises, without the written approval of the Company

13.6 Breach of the conditions of this Clause 14 will render you liable to summary dismissal in addition to any other remedy the Company may have against you in law.

14. PROPRIETARY RIGHTS ASSIGNMENT

All rights, title and interest in any intellectual property arising out of or in connection with your employment, including without limitation any copyrights, rights to derivative works, trade secrets and any other intellectual property rights pertaining to your employment, created or conceived (including, but not limited to, any tools, designs or methodologies) in the Company's premises or using the Company's property or other proprietary rights therein, shall be the property of the Company.

You hereby, without further consideration, perpetually transfer, assign and convey all right, title and interest to such property (including, but not limited to, any moral rights) worldwide that you may have or be entitled to under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right within one (1) year of such assignment. At the Company's request, you shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designates) ownership in intellectual property rights hereunder.

You further irrevocably, absolutely and perpetually assign to the Company worldwide rights in respect of: (a) any licenses, permissions and grants in connection with any intellectual property therewith; (b) applications for any of the foregoing and the right to apply for them in any part of the world; (c) right to obtain and hold appropriate registrations in intellectual property, (d) all extensions and renewals thereof; and (e) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same. Further, you hereby agree to waive any right to and refrain from raising any objection or claims pursuant to Section 19(4) and Section 30-A of the Copyright Act, 1957.

15. SECURITY

15.1 If it is necessary for you to have access (either on-site or remotely) to and use any of the Company's computer systems and networks, you shall limit such access and use it solely for the purpose of performing your duties and shall not access or attempt to access any computer systems, networks, files, software or services other than those required for performance of your duties.

15.2 You shall strictly follow all the Company's security rules and procedures for restricting access to the Company's computer systems.

15.3 All user identification numbers and passwords disclosed to you and any information obtained by you as a result of your access to and use of the Company's computer systems and networks shall be deemed to be, and treated as, the Confidential Information under this Agreement.

15.4 You shall cooperate in the investigation of any apparent unauthorized access to any of the Company's computer system and/or networks.

16. DATA PROTECTION AND PRIVACY

The Company may, in connection with the employment, receive personal data relating to you or third parties associated with you (such as spouse or children). Such data may be received directly

Cornerstone OnDemand Services India Private Limited
Doner House, 5th Floor, Plot No. 19/50, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91) 022 - 61035400
CIN No.: - 7200MH2010PTC20241

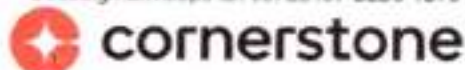
K. Nimish
DIRECTOR

D. Y. Patil Institute of Master of Com
Applications and Management
Akurdi, Pune-411 014

DocuSigned by:

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from you or from other sources, and some personal data may be recorded directly or indirectly by internal security systems (such as CCTV cameras) or by other means. The Company may process such data for relevant and limited purposes. By signing the agreement, you hereby expressly consent to the following:

- (a) The processing of your personal data by the Company or such third-party appointed by the Company;
- (b) The collection and processing of sensitive personal data or information (as defined under applicable laws) about you is for limited purposes;
- (c) The transfer worldwide of personal data held about you 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 your personal images and voices in marketing material, videos, etc.; and
- (d) Treating any personal data to which you have access in the course of your employment strictly in accordance with the Company's 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 you.

17. NON-SOLICITATION

During the course of the employment with the Company and for a period of six (6) months thereafter, you shall not (other than in relation to your employment with the Company and for the benefit of the Company):

- (a) directly or indirectly solicit the business of any customer who has traded or dealt with the Company regardless of the location of such customer with respect to any technologies, services, products, trade secret or any other matter in which the Company is active;
- (b) directly or indirectly solicit employment with any direct or indirect customer to whom you have provided services on behalf of the Company;
- (c) directly or indirectly induce any other employee, employees and/or consultants of the Company to leave their employment / engagement with the Company in order to accept association of any kind with any other individual, firm, partnership or corporation.

18. NOTICES

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the office records.

19. APPLICABILITY OF COMPANY POLICY

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, employees' benefits, working hours, transfer policies 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.

20. OTHER AGREEMENTS

As and when required by the Company's clients or other interests, the Company may be obligated to procure you (as its employee) to sign certain agreements relating to confidentiality, intellectually property, non-disclosure and other restrictions. You agree to sign such agreements in the best interests of the Company.

21. VALID PASSPORTS

As you may be required to travel abroad, you have to possess a valid passport and submit an authenticated copy of the same for our records. In case you do not have a passport, it is your responsibility to obtain one at your own expense within your probation period.

22. INSURANCE

Cornerstone OnDemand Services India Private Limited
Donor House, 6th Floor, Plot No. 100, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91) 022 - 61035400
CIN No.: - 7200MH2010PTC20241

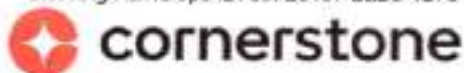


DIRECTOR

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

Akurdi, Pune-411 044

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Subject to insurance policies that the Company may have and other statutory insurances, the employee may be eligible to receive compensation under the Employees Compensation Act, 1923, for injuries arising out of and in the course of employment.

23. MATERNITY

Women employees of the Company shall be entitled to maternity leave in accordance with the Maternity Benefit Act, 1961 (as applicable), i.e., eligible women employees shall be entitled to 26 weeks of maternity leave for the first 2 surviving children, and 12 weeks of maternity leave for every subsequent child.

24. SEVERABILITY

If for any reason, any part of this Agreement is held invalid by a court of law or any other dispute resolution mechanism, this Agreement shall be interpreted as broadly as possible to give effect to the rest of the Agreement (including the invalid part, to the extent possible to achieve the legally achievable objective in the language of the Agreement).

25. ASSIGNMENT

You will not assign or transfer the rights and benefits or interest under this agreement. The Company may assign its rights and obligations under this Employee Letter of Appointment and Employment Agreement to any person, business, company, or entity.

26. ENTIRE AGREEMENT

The terms of this Employee Letter Of Appointment And Employment Agreement are the entire agreement and understanding with respect to the subject matter hereof and supersede all prior discussions, understandings, assurances or representations between the Company and the employee including, but not limited to, any representations made during the employee's interview(s) or relocation negotiations, whether written or oral.

27. WAIVER

No waiver by the Company of any breach of this agreement shall be valid unless in writing and signed by the party against whom such waiver is sought to be enforced. The waiver by any party hereto of any provision of this agreement shall not operate or be construed as a waiver of any subsequent breach by any party, nor shall any waiver operate or be construed as a rescission of this agreement.

28. INDEMNITY

You shall, at all times during the course of your employment in the Company's establishment (and even after the termination of this Employee Letter Of Appointment And Employment Agreement with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any misrepresentations or breach of this agreement, acts or omissions of the employee during the course of employment.

29. GOVERNING LAW AND ARBITRATION

Your employment with the Company is subject to the laws of India. Any dispute, claim or controversy arising out of or in relation to this Agreement or the breach, termination, enforcement, interpretation or validity thereof, including the determination of the scope or

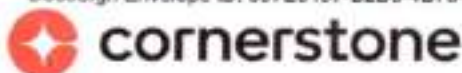
applicability of this agreement to arbitrate, shall be settled by an Arbitral Tribunal which shall comprise of a sole arbitrator as appointed at the sole discretion of Cornerstone OnDemand Services India Private Limited. The arbitral proceedings shall be governed by the substantive law of India. The arbitral proceedings shall be administered by the Indian Arbitration and Conciliation Act, 1996 or any statutory modification thereof and the language of arbitration proceedings shall be English. The decision of the Arbitral Tribunal shall be legally binding on both the parties. "Arbitral Tribunal" means a sole arbitrator as appointed at the sole discretion of Cornerstone OnDemand Services India Private Limited.

30. NON-DISPARAGEMENT

Cornerstone OnDemand Services India Private Limited
Doner House, 1st Floor, Plot No. 49/50, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91) 022 - 61035400
Fax No.: - 7200MH2010PTC20241



D. Y. Patil
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044
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You will not at any time without limitation, publish or communicate any disparaging remarks, comments or statements concerning the Company, its holding Company, group companies, affiliates or associate companies or any of their respective shareholders, directors, officers or employees. For this purpose, 'disparaging' means any remarks, comments or statements that impugn the character, honesty, integrity, morality, or business acumen or abilities in connection with any aspect of the operation of business of, or reflect negatively upon, the individual or Company, being disparaged.

31. RETIREMENT FROM SERVICE

You shall retire from your employment at the Company upon attaining the age of sixty (60) years. All statutory benefits shall cease to accrue upon reaching the age of retirement. The company shall decide to extend your tenure with an alternate arrangement and contract, if there is a business requirement and on other mutually agreed grounds.

32. ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of this Letter of Appointment and Employment Agreement by signing within three (3) days of receipt of this letter.


We welcome you, and look forward to receiving your acceptance and to working with you.

Yours sincerely,

DocuSigned by:

 Srinivasa Ogireddy
 Chief Technology Officer
 Cornerstone OnDemand Services India Private Limited

I, Vishal Sadashiv Bankar Son of Mr. Bankar, TQ, Ganganagar, Ekburji Waghgaon, Aurangabad, Maharashtra - 423702, accept this offer

DocuSigned by:

 Sign: _____
 TC000CTA50414CF

July 13, 2023

Date: _____

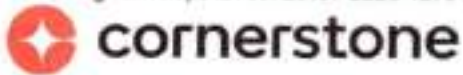



DIRECTOR

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

DocuSigned by:

 TC000CTA50414CF



SCHEDULE A

Salary and Benefits

As compensation for the employment services hereunder, the Company shall pay you a monthly gross salary in an amount of INR 75000 or INR 900000 annually.

Except as specifically set forth herein, the Salary includes any and all payments, which the employee is entitled to receive from the Company under any applicable law, regulation, or agreement. Your salary and Bonus shall be subject to deductions in relation to withholding tax and in relation to any statutory contributions.

A handwritten signature in blue ink, appearing to read "K. N. Nimbale", written over a blue circular stamp.

DIRECTOR

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





COMPENSATION STATEMENT

SALARY BREAKUP			
Sr	Earning Head	Amount in INR (Monthly)	Amount in INR (Annual)
1	Basic (Incl. of DA)	37,500	450,000
2	House Rent Allowance (HRA)	18,750	225,000
3	City Compensatory Allowance (CCA)	7,600	91,200
4	Total Taxable Salary	63,850	766,200
5	Flexi-basket:		
(a)	Communication reimbursement	1,500	18,000
(b)	Vehicle Running Expenses reimbursement	2,700	32,400
(c)	Professional Development	1,250	15,000
(d)	Leave Travel Allowance (LTA)	3,500	42,000
(e)	Sodexo Meal Card	2,200	26,400
6	Total Flexi-basket	11,150	133,800
7	Base Salary (4+6)	75,000	900,000
8	Employer's contribution to Provident Fund	4,500	54,000

Please note in hand Salary may differ as per your Income Tax Declaration & Statutory Deductions/Withholdings.

HRA: You will need to submit original monthly rent receipts for the current Financial Year. Minimum of 4 rent receipts i.e.1 for each quarter or a registered lease agreement covering the entire period for which the tax benefit is availed.

Gratuity: Additionally, you will be entitled to Gratuity payout as per the Payment of Gratuity Act 1972.

Flexi-Basket Components (5a to 5e): These have been allocated as per your eligibility slab. These components will remain within the compensation structure & are considered as optional. You will need to declare your preference in the beginning of the Financial Year (along with your I.T Declaration). This will remain effective for the current Financial Year unless you wish to opt out at the time of your joining. In case you would like to change the amounts under this section, you will have to submit a declaration in the prescribed format by the 10th of the current month. These will then be effective from your next payroll cycle. For more details on each of the component, refer the FAQ document hosted on Galaxy.



Cornerstone OnDemand Services India Private Limited
Doner House 10th Floor, Plot No. 49/50, Road # 1, Andheri (E), Mumbai - 400093, India Tel: + (91)022 - 61035400
PIN No.: - 7200MH2010PTC20241

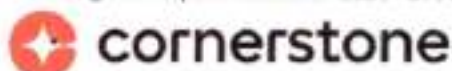
K. Nimrah
DIRECTOR

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

DocuSigned by

K. Nimrah

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Annual Health Benefits	
Medical Insurance	INR 700000 for Self, Spouse and 3 (Three) Children And any one set of parents or parents in law.
Accident Policy	Sum Insured is 3 times the Annual Compensation
Life / Term Insurance	Sum Insured is 3 times the Annual Compensation

Signing Bonus

We are pleased to offer you a signing bonus of INR 50000 (Rupees Fifty Thousand Only). This bonus will be paid in one lump sum amount on the next regularly scheduled pay date after your start date of employment with Cornerstone OnDemand Services India Pvt. Ltd. The signing bonus is taxable, and all regular payroll taxes will be withheld. If you resign from the company or be terminated for misconduct or performance within 12 months of your date of hire, you will be responsible for reimbursing the company for the entire signing bonus. By your signature on this employment agreement, you authorize the company to withhold this amount INR 50000 (Rupees Fifty Thousand Only) from final pay you receive upon termination of employment.

K. Nimrah
DIRECTOR

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



Cornerstone OnDemand Services India Private Limited
Doner House, 6th Floor, Flat No. 49/50, Road # 1, Andheri (E), Mumbai-400093, India Tel : + (91)022 - 61035400
No.: - 7200MH2010PTC20241

DocuSigned by:

K. Nimrah

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SCHEDULE B

Responsibilities

The Employee shall perform all duties assigned to him, as a **Associate Security Engineer**, including, but not limited to:

Responsibilities

- Maintain security tools/processes to effectively secure our cloud-based environments (AWS, GCP)
- Conduct white box security testing to assess and validate application security
- Define, maintain, and enforce application security best practices and evaluate application security tools to improve our detection and prevention capabilities
- Monitor and track progress of found vulnerabilities and maintain the history
- Explain and demonstrate vulnerabilities to application/system owners, and provide recommendations for mitigation
- Issue reports on assigned application and system scans

A handwritten signature in blue ink, appearing to read "K. Nimish", with a stylized flourish at the end.

DIRECTOR

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



Cornerstone OnDemand Services India Private Limited
Dhruv House, 6th Floor, Plot No. 49/50, Road # 1, Andheri (E), Mumbai-400093, India Tel: + (91) 022 - 61035400
CIN No.: - 7200MH2010PTC20241

DocuSigned by:

A handwritten signature in blue ink, appearing to read "K. Nimish", with a stylized flourish at the end.

78228C7A50414C3

97



Date: 01/08/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Vivek Manohar Dhok of D. Y. Patil Institute of MCA and Management Pune pursuing his full-time Master's Degree in Computer Application has successfully completed the project assigned to him entitled "PAPRICA EATS" as a part of his academic year 2022-2023 4th semester project.

He has done his project from April 2023 to till date.

1. PAPRICA EATS is an Android Application which is developed using Android, Firebase Technology.
2. A dynamic and visually appealing user interface, allowing customers to browse the food truck's menu effortlessly.
3. Seamless integration with Firebase Realtime Database, enabling real-time updates and menu management for the food truck owners.
4. Secure user authentication, ensuring customer data privacy and smooth login and registration processes.
5. Geolocation Integration, providing users with the convenience of finding nearby food trucks easily. This letter is solely issued for college purpose only.

Kindly Regards,

Kunal Gedam
Project Manager



7083823888

199

PAPRICA

Address:- Nagpur Road Behind the Haldiram, Chandrapur, Maharashtra 442401

kunalgedam@gmail.com



DIRECTOR

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

MUSIWAY ENTERTAINMENT PVT. LTD.

98

356, Adarsh Nagar, Link Road, Oshiwara, Jogeshwari W.

Mumbai City, Maharashtra 400102



CIN: U92490MH2022PTC385732

Date: 06-08-23

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Yash Wardhan of D.Y. Patil Institute of MCA and Management Pune pursuing his full time master's Degree in Computer Application has successfully completed the project assigned to him

Entitled - "Stacked: Developer and Student community "
from June 1st 2023 to till data, by our organisation..

1. It is a Web based project, which is developed using Python and Django.
2. By using StackLinked system developer ask question and get answer..

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allow developers to freely share their knowledge, code and ideas.

3. There are mainly two users of this system Policy Holder i.e. Admin and Developer.

This letter is solely issued for college purpose only.

Thanks & Regards

Ambuj Kr. Singh

Founder & CEO

MUSIWAY ENTERTAINMENT

Pvt. Ltd.

356, Adarsh nagar, Oshiwara
Mumbai, Maharashtra
400102



FOR MUSIWAY ENTERTAINMENT PVT. LTD.

DIRECTOR

K. Nimble
DIRECTOR
D. Y. Patil Institute of Master's Degree in Computer Applications and Management
Akurdi, Pune

@MUSIWAY_

@MUSIWAY_

@MUSIWAY_

IASYS/HR/2122/GETO

07-Nov-2022

OFFER LETTER

To,
Mr. Yashwant Kailas Thorave,
Dage mala, Shiroli b.k.,
Junnar Shiroli, b.k. Pune,
Maharashtra, 410511.

Dear Yashwant,

We are pleased to inform you that you have successfully cleared your interview conducted by the iASYS Technology Solutions Pvt. Ltd. and we are satisfied to offer you an appointment in our organization as Graduate Engineer Trainee, as per following Terms and Conditions:

TRAINING:

- Your training will be at on Job training in Pune. However, you may be transferred anywhere in India if circumstances so necessitate to continue training on the same terms and conditions.
- The training will be for a period of one year from the **05-Jun-23**.
- On completion of your training period, subject to your performance and availability of a suitable vacancy, the Company may offer you permanent employment.

1. **CTC:** The overall CTC offered to you shall be **Rs 470001/-** per annum. (Refer Annexure for details)

2. **Employment Agreement:**

- As a part of GET policy you must sign an employment agreement of the period of Two years with iASYS Technology Solutions Pvt. Ltd. Worth Rs 2 Lakh.
- In case of breach of the employment agreement, you will be liable to pay the agreement amount as mentioned in the agreement.
- Retention Amount:** In the first year of employment, per month there will be a deduction of retention amount as per below-mentioned slab.

Corporate Office

Plot no.23/3, Rajiv Gandhi

Phase 3 Hinjewadi MIDC

Pune-411007 India

Ph: +91 20 6770 0400

Registered Office

101, Type Residency

Sube Park Shivali Nagar

Pune-411005 India

Ph: +91 20 2152 0902



K. Nimra

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411044

- d) Retention amount is given back to the candidate once he completes Two years of full-time employment at iASYS Technology Solutions Pvt. Ltd.

Sr.No	CTC offered	Retention amount to be deducted- per year	Retention amount to be deducted- per month
1	Below 5 Lakh/Year	24000/- (Twenty Four Thousand Rupees Only)	2000/- (Two Thousand Rupees Only)
2	Above 5 Lakh/Year	48000/- (Forty Eight Thousand Rupees Only)	4000/- (Four Thousand Rupees Only)

3. RULES AND REGULATIONS:

You will be governed by the terms and conditions of the Trainee Agreement, Staff Regulations and Rules as applicable to the Trainees of your category from time to time.

4. TRAINING PERIOD:

Your training period will commence from the date of your joining. You are requested to confirm acceptance of this employment offer and inform the date of your joining within 5 working days from the date of issuance of offer.

As a token of your having understood the terms and conditions enumerated above, you are requested to sign the duplicate copy of this letter and return to us.

With Best Regards,

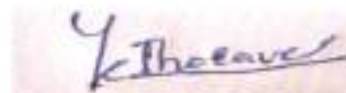
For, iASYS Technology Solutions Pvt. Ltd.



Ruby Singh
Human Resource



Read, Understood, Accepted By,



Mr. Yashwant Kailas Thorave


DIRECTOR

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

SALARY ANNEXURE

To,
Mr. Yashwant Kailas Thorave

CTC		
Components	Monthly	Yearly
	(INR)	(INR)
Basic	16066	192791
HRA	6426	77116
LTA	1500	18000
Children Education Allowance	100	1200
FBP	11610	139317
Gross Salary (A)	35702	428424
PF Employee Contribution	1800	21600
Labour Welfare Fund	2	24
Professional Tax	200	2400
Employee Contribution (B)	2002	24024
Net Salary (A-B)	33700	404400
Labour Welfare Fund	6	72
PF Employer Contribution	1950	23400
Mediclaime Insurance (Hospitalization)	736	8832
Gratuity	773	9273
Variable Pay	0	0
Total Employer Contribution (C)	3465	41577
Total CTC (A+C)	39167	470001
<p>1. Net Salary: Gross - (PF employee contribution + Professional Tax + Income tax as applicable)</p> <p>2. Group Medical Insurance: Coverage from 2 lakhs to 5 lakhs which include employee, spouse and first two children, depending on your grade in the organization.</p> <p>3. Variable Pay: If Applicable, it depends on your & company performance, this allowance may decrease or increases & payable at the yearend after yearly performance evaluation.</p> <p>4. Gratuity: This is applicable at the time of exit only, if employee has completed five years of continuous service with the organization. If employee leaves the organization before completing five years, employee is not eligible for gratuity.</p> <p>5. Statutory Bonus: It is applicable as per the statute of bonus.</p>		

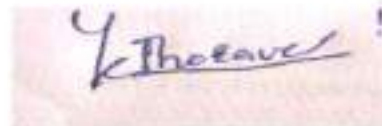
For, iASYS Technology Solutions Pvt. Ltd.

Accepted By,




Ruby Singh
Human Resource





Mr. Yashwant Kailas Thorave


DIRECTOR

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



Fortrea - CTC INPUT SCHEDULE

Employee ID:
Business Title: Statistical Programmer Analyst
Department: Recruitment
Employee / Candidate Name: Yukta Mahale
Start Date: 8-Jan-2024

All figures are in INR

FIXED COMPENSATION (Base Salary)		475,000.00
SECTION A: SALARY		
	Annual (INR)	Monthly (INR)
Basic Pay 40% of Fixed Comp or 180K Min	190,000.00	15,833.33
Fixed Benefit ** Refer to rule 8	285,000.00	23,750.00
A. Subtotal	475,000.00	39,583.33
SECTION B: RETIREMENT BENEFITS		
Provident Fund (Employer Contribution) 12% of Basic Pay	22,800.00	1,900.00
Gratuity 4.81% of Basic Pay	9,139.00	761.58
B. Subtotal	31,939.00	2,661.58
SECTION C: ANNUAL LEAVE ENCASHMENT		
Encashment of Annual Leave (Estimate for 15 days)	10,962.00	Refer to rule 7
C. Subtotal	10,962.00	-
CTC (Cost to Company)		517,901.00

NOTES:

- Cost to Company: This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
- Fixed Compensation: This is equal to A. Subtotal
- Basic Pay: This is calculated as 40% or minimum INR 1,80,000/- P.A of the Fixed Compensation Amount. This amount is taxable.
- Fixed Benefit: 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 fixed benefit depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Medical Coupons, Journal Allowance and Telephone Allowance.
- 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 3 month post onboarding.
- 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 150 days.
- Encashment of Annual Leave: Annual leave entitlement is 21 days. Employees are required to use at least 5 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.
- Insurance Benefits: 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: _____



K. Nimola

DIRECTOR

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



Date: 7 Jun 2023

Ref No: 5175/80824121/30115136/070623/1802

Dear Nikunj Kamble,

Offer of Employment

We are delighted to offer you employment into Reliance BP Mobility Ltd. in the position of TL Sales & Ops - MF - W&S - MH2, at level I based at Nagpur subject to the terms set out in this letter. Your joining date will be 12/06/2023.

Documentation

In addition to this offer letter, please find appended:

- A compensation term sheet
- Components of Compensation
- Terms and conditions
- Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment.

As mentioned above, your initial posting will be at Nagpur. During employment with the Company, you may be posted at any other location in India or abroad at any Reliance Group Company without any additional compensation.

Please note that all the compensation, benefits and assistance set out in the attached appendices are not contractual and can be varied, replaced or withdrawn at any time at the Company's absolute discretion.

We would also like to draw your particular attention to our Values and Behaviours. We have six values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. Our values are about delivering customer value, having an ownership mind-set, showing respect and integrity, pursuing excellence and being one team.

Conditions of the offer

This offer of employment is subject to you completing the following requirements 1-4 and providing all of the below information and documentation requested **BEFORE** you commence employment with us. All information / documentation submitted by you will be considered as submitted on your own freewill and consent. We reserve the right to withdraw our offer of employment/ terminate your employment with us without assigning any reason whatsoever thereof, or delay your joining date if you do not provide the required information and documentation within the required timelines or if during this process you intentionally leave out any information or provide any information which is inaccurate or untrue.

1. Confirming your acceptance of this offer of employment, **within two weeks** of the date of this letter as detailed below in Next Steps. By confirming your acceptance, you are also confirming that you do not have any legal or other restrictions that prevent you from commencing employment with us. This includes any outstanding obligations that you may owe to your current/previous employer
2. Providing evidence (such as your passport, national identity card or work permit) of being entitled to live and work in India for RIL
3. Clearing the employment reference checks, background checks, medical checks and receiving satisfactory reports.
4. Providing (what the company considers appropriate) evidence of your qualifications if requested

(This letter is computer generated and does not necessarily require a signature)

Date: 7 Jun 2023

Page 1 of 20



Reliance BP Mobilitys Limited.

N. Kamble
DIRECTOR

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



Next Steps

This offer will remain valid for two weeks from the date of this letter, after which time it will lapse. In the next two weeks, we request that you contact your Recruiter, GopalChandra Sahu as soon as possible to discuss our offer and if you have any other questions about joining our organization.

Please then confirm your acceptance of this offer by clicking 'Accept' button online. Please also return any additional documents requested at 1-4 above and any other documents you are requested to send to us by the two week deadline.

This offer is confidential and you must not discuss this or disclose any documentation related to it with anyone other than your immediate family. Any disclosure of the details of this offer to a third party other than your immediate family may result in withdrawal of the offer.

We very much hope you will accept this offer of employment and look forward to welcoming you to the Company.

Yours sincerely,

Authorized Signatory




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

(This letter is computer generated and does not necessarily require a signature)

Date: 7 Jun 2023

Page 2 of 20

Reliance BP Mobility Limited

Corporate Office: 11th Floor, Reliance Corporate Park, 11th Floor, 2nd & 3rd, 4th & 5th, 6th & 7th, 8th & 9th, 10th & 11th, 12th & 13th, 14th & 15th, 16th & 17th, 18th & 19th, 20th & 21st, 22nd & 23rd, 24th & 25th, 26th & 27th, 28th & 29th, 30th & 31st, 32nd & 33rd, 34th & 35th, 36th & 37th, 38th & 39th, 40th & 41st, 42nd & 43rd, 44th & 45th, 46th & 47th, 48th & 49th, 50th & 51st, 52nd & 53rd, 54th & 55th, 56th & 57th, 58th & 59th, 60th & 61st, 62nd & 63rd, 64th & 65th, 66th & 67th, 68th & 69th, 70th & 71st, 72nd & 73rd, 74th & 75th, 76th & 77th, 78th & 79th, 80th & 81st, 82nd & 83rd, 84th & 85th, 86th & 87th, 88th & 89th, 90th & 91st, 92nd & 93rd, 94th & 95th, 96th & 97th, 98th & 99th, 100th & 101st, 102nd & 103rd, 104th & 105th, 106th & 107th, 108th & 109th, 110th & 111th, 112th & 113th, 114th & 115th, 116th & 117th, 118th & 119th, 120th & 121st, 122nd & 123rd, 124th & 125th, 126th & 127th, 128th & 129th, 130th & 131st, 132nd & 133rd, 134th & 135th, 136th & 137th, 138th & 139th, 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273rd, 274th & 275th, 276th & 277th, 278th & 279th, 280th & 281st, 282nd & 283rd, 284th & 285th, 286th & 287th, 288th & 289th, 290th & 291st, 292nd & 293rd, 294th & 295th, 296th & 297th, 298th & 299th, 300th & 301st, 302nd & 303rd, 304th & 305th, 306th & 307th, 308th & 309th, 310th & 311st, 312th & 313th, 314th & 315th, 316th & 317th, 318th & 319th, 320th & 321st, 322nd & 323rd, 324th & 325th, 326th & 327th, 328th & 329th, 330th & 331st, 332nd & 333rd, 334th & 335th, 336th & 337th, 338th & 339th, 340th & 341st, 342nd & 343rd, 344th & 345th, 346th & 347th, 348th & 349th, 350th & 351st, 352nd & 353rd, 354th & 355th, 356th & 357th, 358th & 359th, 360th & 361st, 362nd & 363rd, 364th & 365th, 366th & 367th, 368th & 369th, 370th & 371st, 372nd & 373rd, 374th & 375th, 376th & 377th, 378th & 379th, 380th & 381st, 382nd & 383rd, 384th & 385th, 386th & 387th, 388th & 389th, 390th & 391st, 392nd & 393rd, 394th & 395th, 396th & 397th, 398th & 399th, 400th & 401st, 402nd & 403rd, 404th & 405th, 406th & 407th, 408th & 409th, 410th & 411st, 412nd & 413th, 414th & 415th, 416th & 417th, 418th & 419th, 420th & 421st, 422nd & 423rd, 424th & 425th, 426th & 427th, 428th & 429th, 430th & 431st, 432nd & 433rd, 434th & 435th, 436th & 437th, 438th & 439th, 440th & 441st, 442nd & 443rd, 444th & 445th, 446th & 447th, 448th & 449th, 450th & 451st, 452nd & 453rd, 454th & 455th, 456th & 457th, 458th & 459th, 460th & 461st, 462nd & 463rd, 464th & 465th, 466th & 467th, 468th & 469th, 470th & 471st, 472nd & 473rd, 474th & 475th, 476th & 477th, 478th & 479th, 480th & 481st, 482nd & 483rd, 484th & 485th, 486th & 487th, 488th & 489th, 490th & 491st, 492nd & 493rd, 494th & 495th, 496th & 497th, 498th & 499th, 500th & 501st, 502nd & 503rd, 504th & 505th, 506th & 507th, 508th & 509th, 510th & 511st, 512nd & 513th, 514th & 515th, 516th & 517th, 518th & 519th, 520th & 521st, 522nd & 523rd, 524th & 525th, 526th & 527th, 528th & 529th, 530th & 531st, 532nd & 533rd, 534th & 535th, 536th & 537th, 538th & 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672nd & 673rd, 674th & 675th, 676th & 677th, 678th & 679th, 680th & 681st, 682nd & 683rd, 684th & 685th, 686th & 687th, 688th & 689th, 690th & 691st, 692nd & 693rd, 694th & 695th, 696th & 697th, 698th & 699th, 700th & 701st, 702nd & 703rd, 704th & 705th, 706th & 707th, 708th & 709th, 710th & 711st, 712nd & 713th, 714th & 715th, 716th & 717th, 718th & 719th, 720th & 721st, 722nd & 723rd, 724th & 725th, 726th & 727th, 728th & 729th, 730th & 731st, 732nd & 733rd, 734th & 735th, 736th & 737th, 738th & 739th, 740th & 741st, 742nd & 743rd, 744th & 745th, 746th & 747th, 748th & 749th, 750th & 751st, 752nd & 753rd, 754th & 755th, 756th & 757th, 758th & 759th, 760th & 761st, 762nd & 763rd, 764th & 765th, 766th & 767th, 768th & 769th, 770th & 771st, 772nd & 773rd, 774th & 775th, 776th & 777th, 778th & 779th, 780th & 781st, 782nd & 783rd, 784th & 785th, 786th & 787th, 788th & 789th, 790th & 791st, 792nd & 793rd, 794th & 795th, 796th & 797th, 798th & 799th, 800th & 801st, 802nd & 803rd, 804th & 805th, 806th & 807th, 808th & 809th, 810th & 811st, 812nd & 813th, 814th & 815th, 816th & 817th, 818th & 819th, 820th & 821st, 822nd & 823rd, 824th & 825th, 826th & 827th, 828th & 829th, 830th & 831st, 832nd & 833rd, 834th & 835th, 836th & 837th, 838th & 839th, 840th & 841st, 842nd & 843rd, 844th & 845th, 846th & 847th, 848th & 849th, 850th & 851st, 852nd & 853rd, 854th & 855th, 856th & 857th, 858th & 859th, 860th & 861st, 862nd & 863rd, 864th & 865th, 866th & 867th, 868th & 869th, 870th & 871st, 872nd & 873rd, 874th & 875th, 876th & 877th, 878th & 879th, 880th & 881st, 882nd & 883rd, 884th & 885th, 886th & 887th, 888th & 889th, 890th & 891st, 892nd & 893rd, 894th & 895th, 896th & 897th, 898th & 899th, 900th & 901st, 902nd & 903rd, 904th & 905th, 906th & 907th, 908th & 909th, 910th & 911st, 912nd & 913th, 914th & 915th, 916th & 917th, 918th & 919th, 920th & 921st, 922nd & 923rd, 924th & 925th, 926th & 927th, 928th & 929th, 930th & 931st, 932nd & 933rd, 934th & 935th, 936th & 937th, 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1415th, 1416th & 1417th, 1418th & 1419th, 1420th & 1421st, 1422nd & 1423rd, 1424th & 1425th, 1426th & 1427th, 1428th & 1429th, 1430th & 1431st, 1432nd & 1433rd, 1434th & 1435th, 1436th & 1437th, 1438th & 1439th, 1440th & 1441st, 1442nd & 1443rd, 1444th & 1445th, 1446th & 1447th, 1448th & 1449th, 1450th & 1451st, 1452nd & 1453rd, 1454th & 1455th, 1456th & 1457th, 1458th & 1459th, 1460th & 1461st, 1462nd & 1463rd, 1464th & 1465th, 1466th & 1467th, 1468th & 1469th, 1470th & 1471st, 1472nd & 1473rd, 1474th & 1475th, 1476th & 1477th, 1478th & 1479th, 1480th & 1481st, 1482nd & 1483rd, 1484th & 1485th, 1486th & 1487th, 1488th & 1489th, 1490th & 1491st, 1492nd & 1493rd, 1494th & 1495th, 1496th & 1497th, 1498th & 1499th, 1500th & 1501st, 1502nd & 1503rd, 1504th & 1505th, 1506th & 1507th, 1508th & 1509th, 1510th & 1511st, 1512nd & 1513th, 1514th & 1515th, 1516th & 1517th, 1518th & 1519th, 1520th & 1521st, 1522nd & 1523rd, 1524th & 1525th, 1526th & 1527th, 1528th & 1529th, 1530th & 1531st, 1532nd 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ANNEXURE A
Compensation Term Sheet
1.1 Annual Compensation Summary

Name: Nikunj Kamble

Details of Compensation	Monthly (INR)	Annual (INR)
I. Components of Compensation		
Basic Pay	31,390	3,76,680
Medical Reimbursement	1,250	15,000
Food Coupon	2,750	33,000
Gift Coupon	417	5,000
Leave Travel Allowance	5,232	62,780
Residual Choice Pay	25,138	3,01,653
Vehicle		
Company Vehicle Scheme	Refer Annexure B	
Fuel & Maintenance		
Conveyance Allowance		
Housing		
House Rent Allowance	15,695	1,88,340
Insurance		
GPA Insurance Premium (GPA)	34	413
Group Term Life Insurance Premium	400	4,794
Medical Insurance Premium * (Self, Spouse, 3 Dependent Children & Dependent Parents)	4,085	49,020
SUB TOTAL - I	86,390	10,36,680
II. Retirals		
Employer's Contribution to Provident Fund: PF (12% of Basic Pay)	3,767	45,202
Gratuity (4.81% of Basic Pay)	1,510	18,118
SUB TOTAL - II	5,277	63,320
FIXED PAY (I + II)	91,667	11,00,000
III. Annual Cash Bonus (ACB) - (Max Payout)		
Annual Cash Bonus (Max Payout)	12,500	1,50,000
SUB TOTAL - III	12,500	1,50,000
TOTAL PAY (I + II + III)	1,04,167	12,50,000

Date: 7 Jun 2023



Reference: BP Mobility Limited

DIRECTOR

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

Page 3 of 20

OL No: TN11128

Date : 14 April 2023

Dear **Chintan naik**,

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 an **Academic Counsellor**.

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 : 16 June 2023

Training Period : 16 June 2023 to 25 June 2023

OJT Start Date: 26 June 2023

OJT End Date: 25 December 2023

Location of Training: Bangalore

Stipend: INR 18000 Per Month

Incentives : INR 12000

Target: 280000 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 **16 June 2023**.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102



DIRECTOR

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

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: _____
(Candidate's Signature)

DATE: _____

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102




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

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____
(Candidate's Signature)

DATE: _____



K. Nimbob
DIRECTOR

Date: 20th June 2023

Omkar Kenjale
Home No. 14, at/post Charegaon, Taluka : Karad,
Satara - 415109

Dear Omkar,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Engineer** – at ITC Pune.

You are advised to join us by **3rd July 2023**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that the terms and conditions of your appointment is subject to your successful completion of final year post-graduation degree with minimum 60%.

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Omkar M. Kenjale (20/06/2023)
For Acceptance: Name and Signature with date



TOMORROW NEEDS YOU

Applications and Management
Akurdi, Pune-411 044

Salary Annexure

Name of the Employee: Girekar Kamale
Grade: E70
Department: IT
Designation: Graduate Engineer
Location: Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	23421	281050
House Rent Allowance	11710	140525
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	24585	295020
Gross Salary	66917	803000
Provident Fund	2811	33726
Gratuity	1127	13519
Cost To Company (CTC)	70854	850245
Confirmation Bonus* (paid after completion of 1 year of training)		1,00,000

- Confirmation Bonus: Over and above the confirmation increment, employee is entitled for one time confirmation bonus and shall be paid at the time of confirmation. This amount will be recovered in full, incase employee exits within 12 months from date of payout.*
- Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.*
- STI (Short Term Incentive Plan): Trainees are not eligible for STI during the training period. After confirmation STI will be applicable on pro-rated basis from the date of confirmation. All other terms and conditions will be as per global STI policy.*

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

Yours sincerely,

For Johnson Controls (India) Private Limited

Divya Jha
Director - Human Resources



K. Nimbh
DIRECTOR

Date: 20th June 2023

Revati Kulkarni

Flat No-2 First Floor, Santkrupa Bldg, Bhairavnagar,
Nr. Jagtap Petrol Pump, Pimple Gurav,
Pune-411061

Dear Revati,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as Graduate Engineer – at ITC Pune.

You are advised to join us by 3rd July 2023. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that the terms and conditions of your appointment is subject to your successful completion of final year post-graduation degree with minimum 60%.

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Divya Jha

Divya Jha

Director – Human Resources

Revati Kulkarni

Revati J. Kulkarni 20.6.23

For Acceptance: Name and Signature with date



K. Nimish

DIRECTOR

johnsoncontrols.com/tomorrowneedsyou

TOMORROW NEEDS YOU

Master of Computer
Applications and Management
Akurdi, Pune-411 044

Salary Annexure

Name of the Employee : Revati Kulkarni
Grade : L70
Department : ITC
Designation : Graduate Engineer
Location : Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	23421	281050
House Rent Allowance	11710	140525
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	24585	295025
Gross Salary	66917	803000
Provident Fund	2811	33726
Gratuity	1127	13519
Cost To Company (CTC)	70854	850245
Confirmation Bonus* (paid after completion of 1 year of training)		1,00,000

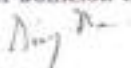
- **Confirmation Bonus:** Over and above the confirmation increment, employee is entitled for one time confirmation bonus and shall be paid at the time of confirmation. This amount will be recovered in full, incase employee exits within 12 months from date of payout.
- **Note:** By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.
- **STI (Short Term Incentive Plan):** Trainees are not eligible for STI during the training period. After confirmation STI will be applicable on pro-rated basis from the date of confirmation. All other terms and conditions will be as per global STI policy.

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

Yours sincerely,

For Johnson Controls (India) Private Limited



Divya Jhu

Director - Human Resources




DIRECTOR

Date: 20th June 2023

Revati Kulkarni

Flat No-2 First Floor, Santkrupa Bldg, Bhairavnath Nagar,
Nr Jagtap Patil Petrol Pump, Pimple Gurav,
Pune-411061

Dear Revati,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you as **Graduate Engineer** – at ITC Pune.

You are advised to join us by **3rd July 2023**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

Please note that the terms and conditions of your appointment is subject to your successful completion of final year post-graduation degree with minimum 60%.

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Divya Jha

Divya Jha
Director – Human Resources

Revati Kulkarni

Revati J. Kulkarni 20-6-23

For Acceptance: Name and Signature with date



K. Nimish
DIRECTOR

Salary Annexure

Name of the Employee : Revati Kulkarni
Grade : 170
Department : ITC
Designation : Graduate Engineer
Location : Pune

Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	23421	281060
House Rent Allowance	11710	140525
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	24585	295025
Gross Salary	66917	803090
Provident Fund	2811	33726
Gratuity	1127	13519
Cost To Company (CTC)	70854	850245
Confirmation Bonus* (paid after completion of 1 year of training)		1,00,000

- **Confirmation Bonus:** Over and above the confirmation increment, employee is entitled for one time confirmation bonus and shall be paid at the time of confirmation. This amount will be recovered in full, incase employee exits within 12 months from date of payout.
- **Note:** By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.
- **STI (Short Term Incentive Plan):** Trainees are not eligible for STI during the training period. After confirmation STI will be applicable on pro-rated basis from the date of confirmation. All other terms and conditions will be as per global STI policy.

Other Benefits:

Mediclaime: You are entitled to Mediclaime for self plus 5 dependent family members as per the company policy.

Yours sincerely,

For Johnson Controls (India) Private Limited

Divya Jha

Divya Jha
Director - Human Resources



K. Nimrod
DIRECTOR

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

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

Corporate Personnel & Administration Dept.
Ref: HK/P&A/CAMPUS-NPAT'2023/CN-486

30th August 2023

Dear Shubham Ugale,

Greetings from Godrej!

We are delighted to have you coming on board on **4th September 2023**.

We are sure that you are keenly looking forward to what's in store for you upon your joining us.

To make your transition in Godrej smooth, we have planned a comprehensive Corporate Orientation Program for a period of ten days at our Vikhroli Establishment.

Your portfolio / assignment and the place of posting will be shared with you upon completion of the Corporate Orientation Program and Divisional Induction Program, if any.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase I (At the time of Joining): - Corporate Orientation Program, followed by:

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase II (Mid-Year): - Developmental Program(s)

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase III (Upon completion of the Training): - Organization Level Development Programs (Common for all) followed by:

- Advanced Programme of Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

When you take up the assignment, we have earmarked for you, you will have a 'buddy' to help and guide you in the initial days. Please feel free to speak to / write to us for any information that you may need.

Ms. Rachna Bhuse (rachna@godrej.com, Mobile: 9821490425)
Ms. Sameeta Khambe (sameetak@godrej.com, Tel.: +91-22-6796 1431)
Ms. Miloni Vashi (miloni@godrej.com, Contact No. +91-22-6796 1423)

We look forward to you becoming part of the exciting growth journey at Godrej!



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration
Encl.: Offer Letter


DIRECTOR

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

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
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www.godrej.com
CIN U28993MH1932PLC001828

Corporate Personnel & Administration Dept.

Ref: HK/P&A/CAMPUS-NPAT'2023/CN-486

30th August 2023

Mr. Shubham Bhausaheb Ugale
At - Patpimpri
Post - Baragoan Pimpri
Tal - Sinnar
Nashik - 422103
Mob: 9307513796

TR CAT: C-300

OFFER LETTER

Dear Mr. Shubham Ugale,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your selection as **Post Graduate Trainee in Godrej Appliances**. The terms & conditions are as given below:

1. Place of Posting & Period of Training:

Your initial place of posting will be at our Vikhroli Establishment. The training period will be for a period of twelve (12) months from your date of joining, i.e., with effect from 4th September 2023.

2. Remuneration:

The enclosed Summary of Remuneration gives the details of remuneration as applicable to you according to the current rules of the Company. Your remuneration is personal and confidential and you are expected to maintain confidentiality in this regard.

3. Leave Entitlement:

You will be eligible for leave as per the Leave Rules of the Organisation applicable to Company Trainees and the same is subject to change from time to time.

4. General terms & conditions:

- a) Although it is not mandatory and / or obligatory on the part of the Company to offer you employment upon completion of the training period, you will be considered for any suitable opening that may arise / exists at that point in time, subject to your overall performance, attitude, conduct, attendance & punctuality besides meeting the requisite selection criteria.

In case you are considered for absorption on the regular rolls of the Company upon successful completion of the training period, you will be appointed as **'Assistant Manager'** in 'Operational Job / Responsibility Band'. The fixed Cost to Company will be **Rs.8.00 Lakhs** per annum plus potential to earn variable pay-outs.

- b) As a part of the terms and conditions mentioned in this Offer Letter, you will be required to sign a Service Agreement for a period of two years (one year as a Trainee and one year subject to being absorbed in regular employment upon successful completion of the training period).

We are enclosing the soft copy of the Service Agreement which you are required to prepare on a **Stamp Paper of value Rs.200/-** and submit the duly filled-in and signed (by you and the guarantor) Agreement on your date of joining. Please note that it is mandatory to carry the Service Agreement on your date of joining along with the Offer acceptance copy.

Contd....(2)




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

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

(2)

Mr. Shubham Bhausahab Ugale, Nashik – 422103.

- c) During the training period, you will not be eligible for any Variable Pay (viz., Performance Pay, Sales / Service Incentives etc.).
- d) Your selection as a trainee is subject to you being found medically fit by the Company's Medical Officer or by a Medical Practitioner of Company's choice.
- e) While your initial place of training / posting will be at our Vikhroli Establishment, you are liable to be transferred to any of the Company's Establishments / Upcountry Manufacturing Plants / Project Site Office within the territory of India during your training period and/or thereafter and the same will not have any impact on your Consolidated Monthly salary/stipend. You will be adhering to six days per week work schedule. The salary/stipend disbursement is on the 10th day of every month.
- f) The Management shall decide your Function (Profile), Division and the Place of Posting as per the business need and exigencies, and the same shall be communicated to you during the Corporate Orientation Program. The Management's decision in this regard shall be final and binding on you.
- g) If and when it is required to impart training to you on a non-working day, you will be required to report for training on such days for which you will be given compensatory off. Similarly, as and when required, you may be called upon to report in second shifts when specific / special training opportunities are available.
- h) If you wish to resign from the traineeship of the Company, the notice period is one month during the training period, and you will be permitted to do so subject to your fulfilling the terms & conditions as per the Service Agreement signed by you. The Company reserves the right not to accept the notice period depending upon business needs and requirements. In case you leave the traineeship without fulfilling the terms & conditions as applicable to you, the Management reserves the right to initiate appropriate proceedings as per law.
- i) Your traineeship can be terminated by the Company at any time by giving you one month notice. Upon successful completion of the training and after absorption in regular employment, the notice period is three months on either side.
- j) The Company reserves the right to terminate your traineeship / employment at any time without notice or payment in lieu thereof if you are found guilty of absence from duty without prior intimation and/or permission for a continuous period of seven days or more, insubordination, non-performance, low productivity, disclosing confidential data or information pertaining to the Company, bonafide loss of confidence, misappropriation of Company's funds, causing damage to the property of the Company, non-compliance of Company rules & regulations besides omission / commission of any act on your part which may be prejudicial to the interest of the Organization.

In case you need further information about the pre-joining / joining process, please contact Mr. S G Kannan (Mobile 9820506928, Email id: sgkannan@godrej.com) or Ms. Aliamma (Mobile 9867066396 Email id: aliamma@godrej.com).



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

Contd.... (3)

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

(3)

Mr. Shubham Bhausaheb Ugale, Nashik – 422103.

5. Qualification Clause (Declaration of Final Year / Semester Results):

If your selection is being made prior to the declaration of the final semester results of the examination for which you have recently appeared, you are required to inform the Company about the results immediately upon declaration of the same by the University / Institute. You shall submit a copy of the mark sheet / certificate issued by the Institute / University as documentary evidence and produce the original for verification. In case, you do not pass the said degree / diploma examination, your selection / appointment will be deemed to be automatically terminated without notice or payment in lieu of notice with effect from the date of the declaration of the result at the discretion of the Management. Further, if you are unable to submit the official documentary evidence in support of you having secured a final pass in the aforesaid examination prior to the completion of the training period, your appointment will automatically stand terminated without notice at the end of the training period at the discretion of the Management.

6. Submission of False Documents:

If at any time in future, the documents submitted by you pertaining to your date of birth, residence, family details, educational qualification and/or external work experience etc are found to be false / incorrect, the Company reserves the right to terminate your appointment forthwith besides initiating necessary legal proceedings against you as per law.

7. Code of Conduct:

You will be bound by the Company's Code of Business Conduct & Ethics as applicable from time to time and will be required to sign the 'Code of Business Conduct & Ethics upon your joining the Company. In addition, you will be required to sign an 'Employee Non-Disclosure & Confidentiality Agreement' upon your joining the Organization, which aims to protect the intellectual proprietary rights and business information of the Company and its clients / business associates.

8. Conflict of Interest:

You are expected to carry out your duties and responsibilities diligently, and shall always, safeguard the interest of the Company. During your traineeship / employment in our Company, you are required to devote yourself exclusively to the services of the Company and you shall not undertake yourself directly or indirectly with any business, duties or outside work, either part time or full time, without the prior express permission of the Management. The Company regards conflict of interest as a severe offence, which may lead to strict disciplinary action, including termination of your traineeship / employment without notice.

9. Indemnity:

You shall indemnify the Company against any loss / damage, proceedings which the Company may suffer due to any wrongful acts, negligence and/or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your traineeship / employment on such count or the right of the Company to seek other remedies which the Company may have to make good the loss / damage suffered.

10. The Company reserves the right to add to, amend or vary the forgoing terms and conditions as and when found necessary.

The formal Letter of Appointment will be issued to you upon completion of the Corporate Orientation Program.

Contd....(4)





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

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
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CIN U28993MH1932PLC001828

(4)

Mr. Shubham Bhausaheb Ugale, Nashik – 422103.

Please report for the Corporate Orientation Program commencing on **Monday, 4th September 2023 at 8.45 a.m.** at the following venue:

Godrej & Boyce Mfg. Co. Ltd.
Room No.317, Plant 13 Annex, 3rd Floor
Pirojshanagar, Vikhroli East, Mumbai 400 079.

Please bring the following with you, when you report for the Corporate Orientation Program:

- All certificates and marksheet in original pertaining to your educational qualification, along with one set of photocopies (S.S.C. or School Leaving Certificate to be submitted as documentary evidence for date of birth).
- Three passport size photographs (in professional attire)
- Photocopy of PAN Card and Aadhar Card.
- Letter from your present/last employer confirming that you have been relieved from their service (only if applicable).
- Original Service Agreement (made on a stamp paper of value Rs.200/-) duly signed by you and your guarantor in all the pages.
- Copy of Final Vaccination Certificate, if not submitted earlier.

Any dispute, differences or disagreement arising out of the terms & conditions of this Offer Letter & the Service Agreement entered by you with the Company shall be referred to a Sole Arbitrator nominated by the Company under the provisions of Arbitration & Conciliation Act, 1996, whose decision shall be final and binding. The language of the Arbitration shall be English and the location of the same shall be in Vikhroli, Mumbai.

Please email us a scanned copy of last page (i.e., Page no. 4) of the offer letter with your signature as a token of your acceptance of its terms & conditions, within two days of receipt of this email.

We look forward to your joining Team Godrej for a bright and prosperous career with us.

Yours truly,

For Godrej & Boyce Mfg. Co. Ltd.



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: As above

I have gone through the terms and conditions of the aforesaid Offer Letter and the Service Agreement. I hereby agree to abide by the same. I will report for the Corporate Orientation Program on _____.

Signature: _____ Date: _____ Mobile Number: _____



DIRECTOR

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



10-03-2024

Dear Pavan,

Congratulations! It is our pleasure to offer you the position of **Admissions Counsellor - Inside Sales (Inside Sales)** at Grade **G1** with **upGrad Education Private Limited**.

Please find the specifics of your offer below:

1. Your employment will be governed by upGrad Education Pvt. Ltd.'s Employment Agreement.
2. You will be based at our **Amar Business Zone, Pune, Maharashtra, India, (In Office)** Office.
3. The standard work days would be for 6 days in a week on a rotational basis for 9 hours per day. 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 3,00,000**. 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 up to **INR 4,00,000** per annum on achieving specific targets, which will be paid as per the "Sales/Variable Policy". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. 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/Variable Policy". To understand the incentive payout structure, please refer to Annexure II.
5. You are expected to join us on **11-03-2024**.
6. At the discretion of the company, you will be eligible for an appraisal if your date of joining is on or before 30th September of the current financial year.
7. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
8. This Offer is subject to Successful background verification.

Please note: You will be on a probationary review during the first three (3) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.

upgrad.com



K. Nimbh
DIRECTOR

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

upGrad Education Private Limited
36th Flr, Ground floor, 35, Park Road, 4th Floor, Mumbai - 400018
L: +91 22 6756 2100 | E: info@upgrad.com | CIN: U80902MH2019PTC258559

Annexure I

Name: Pavan Rathod

Department: Inside Sales

Designation: Admissions Counsellor - Inside Sales

Grade: G1

Location: Amar Business Zone, Pune, Maharashtra, India, (In Office)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,05,000	8,750
HRA	52,500	4,375
Special Allowance	1,15,849	9,654
Gross Earning	2,73,349	22,779
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	5,051	421
Fixed CTC	3,00,000	25,000
Incentive Annual	4,00,000	
Total CTC	7,00,000	58,333

Note:

- Term insurance of 10 lakhs, if the fixed CTC is below 7 lakhs, Term insurance of 20 lakhs, if the fixed CTC is 7 lakhs or above.
- Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
- Group Personal Accident Insurance of Rs. 10,00,000.
- The reimbursements will be subject to submission of Bills.
- Failing to submit the bills for reimbursement, the amount is still receivable but as a taxable component.
- Tax will be deducted as per applicable slab rates.

upgrad.com



upGrad Education Private Limited

Nishruvi, Ground floor - 75, Dr. Annie Besant Road, West, N. India - 400018
E: +91 22 6156 2100 | E: info@upgrad.com | CIN: U20202MH2021PT024559

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


upGrad

Please confirm acceptance of this letter by signing and returning a copy. I would like to take this opportunity to welcome you to the upGrad's family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For upGrad Education Private Limited

Received & Accepted

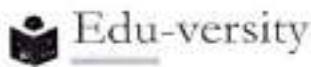


Saurabh Deep Singla
Chief Human Resources Officer

Pavan Rathod
(Signature)


DIRECTOR

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



Offer letter - Valid till 28th September,
2022

21st September, 2022

Dear Ayush Nair,

On behalf of AMG Technologies LLP, a parent company of Edu-versity; I am pleased to offer you the position of **Business Development Associate**. We believe your skills, aptitude, and interests are consistent with the opportunities for growth in the organization.

Our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you will play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful experience at AMG Technologies LLP.

The date of your joining us is 07/11/2022 at the following terms of engagement as outlined below.

Also, you are requested to submit the following documents prior to the date of your joining:

1. 2 passport size photographs
2. Copies of educational/professional certificates till date.
3. Copy of Bank account details/passbook
4. Copy of Aadhar Card and PAN

We welcome you to the **AMG Technologies LLP** family and look forward to a mutually beneficial association.

Working Hours - The working hours of the firm are 11:30 AM to 9:30 PM, six days a week with a lunch break from 2 PM to 4 PM. We do not follow Flexi hours, so it is mandatory to complete the working hours. The week offs will be provided on any working day between Monday to Friday, as per the discussion with your reporting manager once your training of 10 days has been completed.

Absence from work - Stipend will not be paid for periods of unauthorized absence.

Location - Work From Home during the probation period of 6 months.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Your appointment is contingent to no adverse findings against reference and background checks including education, employment history and other checks as applicable. Your employment is also contingent upon your ability to work without restrictions (i.e. you do not have any non-competence clauses or any restrictive clauses with any previous employer).

If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your employment without notice.

Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills specific background and professional merit. This information and any changes made therein should be treated as confidential.

Mahaveer Steezy, HSR Sector 2, Bangalore - 562102.
+91 8994436038 / hr@edu-versity.in
CIN: ABA-3063 | GSTIN: 29ABXFA3818Q1ZE | PAN: ABXFA3818Q



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

Confidentiality - In the ordinary course of your probation/employment you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All Information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Employment - You will be on a probation period for 6 months and the organization has the right to terminate/relieve the employment during this period based on your performance.

You will be issued the formal **Letter of Appointment** after 6 months of your joining that will be completely based on your performance during the period of your probation. In case of failure to join your duties by the date mentioned, the management reserves the right to cancel this offer.

Compensation - Your Cost to the Company (CTC) after completion of your probation period is as mentioned in Annex A.

Your compensation during the probation period shall be INR 12,000 per month as fixed. You shall also be eligible for an incentive up to INR 6,000 (Based on performance). The components, fixed or variable, completely depends on the evaluation done by the higher management.

Additional Earning Opportunities - You would be subjected to a hike in compensation based on your performance.

Restriction After Termination of the probation/employment - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the probation/employment. To protect the interests of the Company you are bound by a 3-month non-solicitation clause wherein you will not entice or solicit or assist another intern/employee of the Firm.

Intellectual Property - You agree that during your probation/employment the work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.

Data Protection - Ensuring the protection of our data is a requirement of the job. You shall ensure that -

- You do not disclose any personal data without prior written approval,
- You do not access information that you are not authorized to view,
- You do not access systems and IT Infrastructure that you are not authorized to use,
- You do not treat personal data carelessly,
- You secure all printouts away when not in use,
- You do not share your passwords with any unauthorized person.

Resignation - During the period of probation/employment, you are required to give the company at least 1 month's notice in writing. In case, the notice period as per the terms of the probation/employment is not served, pay in lieu of the notice period would be deducted from the final settlement dues to the employee.

Termination - Post confirmation, except where your employment is terminated on the grounds of Gross Misconduct, you are entitled to 1 month notice period from the company or pay in lieu of the notice period.

Training - Whenever the management of the Company considers it necessary, you will be provided on the job training for specific job/business processes. The cost of the training shall be borne by the Company and you shall endeavor to put in your best to gain the knowledge and skills imparted during the training sessions. You will be required to work with the company for a minimum of 3 months post the initial training of 10 days is completed. We shall be deducting INR 2,000 for the first 3 months from your remuneration as a security deposit from the date of your joining. If you decide to leave the company before 3 months, you will not be



K. N. Nimbh
DIRECTOR
D. Y. Patil Institute of MCA and Management
Appointed
25th Nov 2023

entitled to this security deposit. However, after successful completion of 3 months post-training, the company will reimburse this deposit of INR 6,000 in your salary of the 4th month.

Acceptance - You hereby accept the terms of employment. Please sign the offer letter in duplicate and return us one copy



DIRECTOR

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



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

Personal Data - Consent

In consideration of being employed by AMG Technologies LLP, I agree as follows:

AMG Technologies LLP may collect, process, and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks.

In this regard, AMG Technologies LLP may, amongst others, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

Acceptance - I accept and I am ready to agree to the above mentioned terms.




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



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

ANNEXURE A

Designation: Business Development Associate
Location: Bangalore

*Kindly note, for the 6 months of probation period, the role is completely remote i.e. WFH. Once the candidate gets the full-time employment appointment letter, he/she will have to join us in the office i.e. located in Bangalore.

COMPENSATION:

The total CTC opportunity offered by the company for full time employment as a Business Development Associate is ₹ 6,00,000/-. Please find the break-up details below.

Cash Components (A)	
	Annual (INR)
Basic Salary	₹ 2,40,000.00
House Rent Allowance	₹ 84,000.00
Conveyance Allowance	₹ 18,000.00
Medical Allowance	₹ 9,000.00
Telephone Allowance	₹ 9,000.00
Fixed Cash	₹ 3,60,000.00
Variable Pay Component (B)	
Employee Performance Pay	₹ 2,40,000.00
Total CTC Opportunity (A+B)	₹ 6,00,000.00

*Based on your performance, the monthly salary amount may vary.

**The company reserves the right at its discretion to adjust the program terms or cancel terms or otherwise modify the program at any time.



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP


DIRECTOR

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

Sign:



Sarah Dsouza <placements_mba@dypimca.ac.in>

Selection in Tudip Technologies Internship Program

2 messages

Human Resources <hr@tudip.com>

Sun, Jan 22, 2023 at 5:00 PM

To: akash.tikhe2698@gmail.com

Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Sarah Dsouza <placements_mba@dypimca.ac.in>, HR <hr@tudip.com>, Tudip Recruitment <joinus@tudip.com>

Dear Akash,

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 Monday, 23rd Jan 2023, and end on Saturday, 22nd July 2023. The stipend for this internship will be INR 10,000 per month. After completing the internship depends on your performance and the business requirements, we might be able to extend your candidature with the CTC 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 **Sunday, 22nd Jan 2023, 10.00 PM**.

Reporting Date/Time: 23rd Jan 2023 at 11:30 AM**Venue:**

Plot No. 11/2, Phase 3,
Hinjewadi Rajiv Gandhi Infotech Park,
Hinjewadi, Pune, India - 411057
Locate us: <https://goo.gl/maps/3hGxUnjFWpE37dK6>
Phone: +91-20-46740881 | 9689900537

Reporting to:

HR Team

Few things to note:

- HR Team would take care of:
 - Getting your machines registered on our official network
 - Getting necessary access for the premises
 - Introducing you to your mentor who would explain the project details and would be your primary point of contact.
 - Arranging sessions as and when deemed necessary.
 - 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 Non Disclosure Agreement (NDA), you would be expected to maintain the required confidentiality.

We all are super excited to see you in the office.

Thanks & Regards,
Mangesh Shinde



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

DISCLAIMER: This e-mail and any attachment may contain confidential and/or privileged information intended for individuals or organizations. Unauthorized copy, use, distribution or disclosure of any information contained in this message or of its attachments is strictly prohibited. If you are not

1/16/24, 1:13 PM

Dr. D. Y. Patil College Mail - Selection in Tudip Technologies Internship Program

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.

#ALLROUNDER Aakkī <akash.tikhe2698@gmail.com>

To: Human Resources <hr@tudip.com>

Sun, Jan 22, 2023 at 6:29 PM

Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Sarah Dsouza <placements_mba@dypimca.ac.in>, Tudip Recruitment <joinus@tudip.com>

I accept the offer,

(Quoted text hidden)



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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Letter Of Intent - State Street HCL

2 messages

Akshat Choudhary <akshat.choudhary.ac@gmail.com>

To: Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>

Cc: placements_mba@dypimca.ac.in

Fri, Oct 13, 2023 at 11:35 AM

Dear Sir,

I hope this email finds you well. I am Akshat Choudhary from DY Patil Institute of Master of Computer Application and Management, Akurdi.

This email is to inquire about my joining date as a new hire in your company.

I understand there may be some delays in the onboarding processes. However, I would appreciate it if you could provide me with a realistic timeline for my start date, so I can plan accordingly.

As discussed during my interview, my official start date will be after the completion of the MBA. Please let me know if there are any additional formalities.

I appreciate all the support extended by the HR team throughout the recruitment process. It was a pleasure interacting with everyone.

Looking forward to meeting everyone in person soon!

Sincerely,
Akshat Choudhary

On Fri, 30 Dec, 2022, 11:11 am Kartikeya Satishchandra Pansare, <kartikeyasati.pansa@hcl.com> wrote:

LETTER of INTENT**Date – 29 December 2022**

Pune

Dear Akshat choudhary,

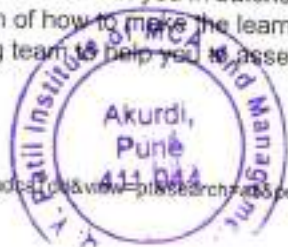
Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.



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

1/8/24, 12:36 PM

Dr. D. Y. Patil College Mail - Re: Letter Of Intent - State Street HCL

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikyasati.pansa@hcl.com

Regards,

HCL – Talent Acquisition Team

DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

Akshat Choudhary <akshat.choudhary.ac@gmail.com>
To: placements_mba@dypimca.ac.in

Thu, Oct 26, 2023 at 11:53 AM

[Quoted text hidden]



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



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 (Annual)		Year 2 (Annual)	
Component	Annual	Monthly	Annual	Monthly
Salary (Cost to Company)	2,40,000	20000	Upto 3,00,000	25000
Incentive*	12,000	1000	18000	1500



DIRECTOR

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

Shift Allowance^	72,000	6000	72000	6000
Total	3,24,000	27,000	2,96,000	27,000

- Based on employees performance rating

* - Potential pay, Subject to meeting performance criteria

^ - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikya Pansare

SR Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K. Nimra

DIRECTOR

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

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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 related errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

2 attachments



Sarah Dsouza <placements_mba@dypimca.ac.in>

Internship Details - Johnson Controls - Finance Team

Shweta Kulkarni <shweta.kulkarni@jci.com>

Tue, Dec 20, 2022 at 5:25 PM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

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

Hello Ma'am,

Below are the students selected for our internship Program of 6 months for FY23 & they will be converted to full time based on the performance.

Revati Jitendra Kulkarni
Omkar Kenjale
Chaitrali Subhash Patil
Neelam kharchane
Aishwarya Sakhare

[Quoted text hidden]

**DIRECTOR**

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



Sarah Desouza <placements_mba@dypimca.ac.in>

Internship Details - Johnson Controls - Finance Team

6 messages

Shweta Kulkarni <shweta.kulkarni@jci.com>

To: 'placements_mba@dypimca.ac.in' <placements_mba@dypimca.ac.in>

Good Morning Sarah,

As discussed over call, we will have the opportunity for Internship with Johnson Controls Inc. for FY23 batch students. I will provide you the detailed JD shortly.

Please share details of students in below format:

Sr.No.	USN ID (Write University PIN Number)	FULL NAME	Email ID	MOBILE NO	Date Of Birth	10th %	12th/ Diploma %	BE / B.Tech in (Write Engineering Branch)	RE Aggregate
--------	--------------------------------------	-----------	----------	-----------	---------------	--------	-----------------	---	--------------

Stream : MBA (Finance)

Position : Intern

Internship Period : 6 months (Starting from Jan-23)

Stipend : 18 K/Month

Based on Performance we will convert them on permanent role.

Salary after conversion: 3.5 LPA fixed.

Shweta Kulkarni

Talent Acquisition Specialist

Johnson Controls

Email - Shweta.kulkarni@jci.com

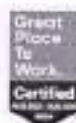
CIT Floor, IBC Centre, Tech Park one, Yerwade,

Pune - 411006

WE ARE

GREAT PLACE TO WORK - CERTIFIED™

Building and sustaining high-trust, high-performance cultures™



Sarah Desouza <placements_mba@dypimca.ac.in>

To: Shweta Kulkarni <shweta.kulkarni@jci.com>

Cc: PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Tue, Nov 26, 2022 at 4:15 PM

Hello Ma'am,

Greetings of the day!

Thank you for this opportunity.

Requesting you to please share the JD so I can begin registrations at the earliest.

Thank you!

Warm Regards,

Asst. Prof. Sarah Desouza

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

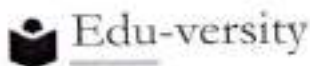
Jasmita Kaur

Dean Placement



DIRECTOR

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



Offer letter - Valid till 28th September,
2022

21st September, 2022

Dear Ajay Nimbalkar,

On behalf of AMG Technologies LLP, a parent company of Edu-versity; I am pleased to offer you the position of **Business Development Associate**. We believe your skills, aptitude, and interests are consistent with the opportunities for growth in the organization.

Our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you will play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful experience at AMG Technologies LLP.

The date of your joining us is 07/11/2022 at the following terms of engagement as outlined below.

Also, you are requested to submit the following documents prior to the date of your joining:

1. 2 passport size photographs
2. Copies of educational/professional certificates till date.
3. Copy of Bank account details/passbook
4. Copy of Aadhar Card and PAN

We welcome you to the **AMG Technologies LLP** family and look forward to a mutually beneficial association.

Working Hours - The working hours of the firm are 11:30 AM to 9:30 PM, six days a week with a lunch break from 2 PM to 4 PM. We do not follow Flexi hours, so it is mandatory to complete the working hours. The week offs will be provided on any working day between Monday to Friday, as per the discussion with your reporting manager once your training of 10 days has been completed.

Absence from work - Stipend will not be paid for periods of unauthorized absence.

Location - Work From Home during the probation period of 6 months.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Your appointment is contingent to no adverse findings against reference and background checks including education, employment history and other checks as applicable. Your employment is also contingent upon your ability to work without restrictions (i.e. you do not have any non-competence clauses or any restrictive clauses with any previous employer).

If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your employment without notice.

Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills specific background and professional merit. This information and any changes made therein should be treated as confidential.

Mahaveer Season, HSR Sector 2, Bangalore - 560102
+91 8904426098 / hr@edu-versity.in
CIN: ABA-3863 | GSTIN: 29ABXFA3618Q1ZE | PAN: ABXFA3618Q




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

Confidentiality - In the ordinary course of your probation/employment you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Employment - You will be on a probation period for 6 months and the organization has the right to terminate/relieve the employment during this period based on your performance.

You will be issued the formal **Letter of Appointment** after 6 months of your joining that will be completely based on your performance during the period of your probation. In case of failure to join your duties by the date mentioned, the management reserves the right to cancel this offer.

Compensation - Your Cost to the Company (CTC) after completion of your probation period is as mentioned in Annex A.

Your compensation during the probation period shall be INR 12,000 per month as fixed. You shall also be eligible for an incentive up to INR 6,000 (Based on performance). The components, fixed or variable, completely depends on the evaluation done by the higher management.

Additional Earning Opportunities - You would be subjected to a hike in compensation based on your performance.

Restriction After Termination of the probation/employment - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the probation/employment. To protect the interests of the Company you are bound by a 3-month non-solicitation clause wherein you will not entice or solicit or assist another intern/employee of the Firm.

Intellectual Property - You agree that during your probation/employment the work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.

Data Protection - Ensuring the protection of our data is a requirement of the job. You shall ensure that -

- You do not disclose any personal data without prior written approval,
- You do not access information that you are not authorized to view,
- You do not access systems and IT infrastructure that you are not authorized to use,
- You do not treat personal data carelessly,
- You secure all printouts away when not in use,
- You do not share your passwords with any unauthorized person.

Resignation - During the period of probation/employment, you are required to give the company at least 1 month's notice in writing. In case, the notice period as per the terms of the probation/employment is not served, pay in lieu of the notice period would be deducted from the final settlement dues to the employee.

Termination - Post confirmation, except where your employment is terminated on the grounds of Gross Misconduct, you are entitled to 1 month notice period from the company or pay in lieu of the notice period.

Training - Whenever the management of the Company considers it necessary, you will be provided on the job training for specific job/business processes. The cost of the training shall be borne by the Company and you shall endeavor to put in your best to gain the knowledge and skills imparted during the training sessions. You will be required to work with the company for a minimum of 3 months post the initial training of 10 days is completed. We shall be deducting INR 2,000 for the first 3 months from your remuneration as a security deposit from the date of your joining. If you decide to leave the company before 3 months, you will not be



Head Office: Sector 2, Bangalore - 560102
+91 9845488888 / re@edu-versity.in
CIN: AAB-3883 GSTIN: 29ABXFA3819Q1ZE | PAN: ABXFA3819Q


DIRECTOR

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

entitled to this security deposit. However, after successful completion of 3 months post-training, the company will reimburse this deposit of INR 6,000 in your salary of the 4th month.

Acceptance - You hereby accept the terms of employment. Please sign the offer letter in duplicate and return us one copy



K. Nimra
DIRECTOR

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

Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

Personal Data - Consent

In consideration of being employed by AMG Technologies LLP, I agree as follows:

AMG Technologies LLP may collect, process, and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks.

In this regard, AMG Technologies LLP may, amongst others, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

Acceptance - I accept and I am ready to agree to the above mentioned terms.



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

A handwritten signature in black ink, appearing to be "Abhishek Srivastava".

Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

ANNEXURE A

Designation: Business Development Associate
Location: Bangalore

*Kindly note, for the 6 months of probation period, the role is completely remote i.e. WFH. Once the candidate gets the full-time employment appointment letter, he/she will have to join us in the office i.e. located in Bangalore.

COMPENSATION:

The total CTC opportunity offered by the company for full time employment as a Business Development Associate is ₹ 6,00,000/-. Please find the break-up details below.

Cash Components (A)	
	Annual (INR)
Basic Salary	₹ 2,40,000.00
House Rent Allowance	₹ 84,000.00
Conveyance Allowance	₹ 18,000.00
Medical Allowance	₹ 9,000.00
Telephone Allowance	₹ 9,000.00
Fixed Cash	₹ 3,60,000.00
Variable Pay Component (B)	
Employee Performance Pay	₹ 2,40,000.00
Total CTC Opportunity (A+B)	₹ 6,00,000.00

*Based on your performance, the monthly salary amount may vary.

**The company reserves the right at its discretion to adjust the program terms or cancel terms or otherwise modify the program at any time.



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

Mahaveer Season, HSR Sector 2, Bangalore - 560102
+91 9904436008 / hr@eduversity.in
CIN: ABA-3663 | GSTIN: 29ABJ6A3619Q1ZE | PAN: ABEYA4884Q




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

30th Sep 2023

(Private & Confidential)

To
Akansha Priya
Pune, Maharashtra
Contact No - 7061074202

OFFER LETTER

Dear Ms. Akansha Priya,

Congratulations!

Further to our discussion & the interview you had with us, we are pleased to offer you the position of 'HR Executive' office is based at Pune. Your date of joining will be on or before 04th Oct 2023.

Your total compensation will be Rs. 3,72,000/-per annum (Rupees Three Lakh Seventy-Two Thousand Per Annum). The compensation details are enclosed in Annexure-A.

This offer has been made on the information and documents you have furnished to us. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment.

Your appointment letter will be issued post you're joining on submitting the following documents.

1. Aadhar Card (mandatory)
2. Pan card (mandatory)
3. Passport or Driving license (optional)
4. All Experience & Relieving Letter/Certificates
5. Last three-month salary slip
6. 4 passport size photographs
7. Residential proof if staying on rental or PG
8. All Qualification Certificates starting from SSC and above
9. Cancelled Cheque
10. Medical Fitness Certificate
11. Nominee Aadhar Card

Welcome to Knest Manufacturers LLP. We wish you a long rewarding and fulfilling career and look forward to your joining us.

We request you to please sign below in a token of acceptance of this offer for Knest Manufacturers LLP.


Rajiv Shaw
VP - Human Resources & Legal




Akansha Priya
DIRECTOR

D. Y. Patti Institute of Master of Computer
Application and Management
Naraina, Pune-411 002

020 2742 6022

sales@knestaluform.in
info@knestaluform.in

Office Address: Unit Number 802,
Om Chakra, 2nd Floor,
Bhosari Industrial Estate,
Telco Road, Next to Toyota
Showroom, Bhosari,
Pune - 411 026

CIN AAD - 3026

Annexure A

Candidate Name	Akansha Priya		
Designation	HR Executive		
Department	HR		
Expected Date Of joining (DD-MM-YYYY)	04-10-2023		
Date of Offer Issuance (DD-MM-YYYY)	03-09-2023		
Salary Headers	Monthly (Rs.)	Annual (Rs.)	Comments
Basic	15,100	1,81,200	
HRA	6,040	72,480	Linked to percentage of Basic
Education Allowance	200	2,400	
Conveyance Allowance	580	6,960	
Leave Travel Allowance	580	6,960	
Special Allowance	4,550	54,600	Releasing component
Sub-Total A	27,050	3,24,600	
Employee's PF Contribution	5,950	71,400	
Employee's ESIC Contribution	0	0	Only for employees joining prior to 01-07-2017 as per ESIC Act 1947 & ESIC Act 1948
Sub-Total B	1,950	23,400	
Fixed Gross (A+B)	29,000	3,48,000	
Variable Pay		24,000	Performance Based Pay payable annually
Sub-Total C	-	24,000	
Total Compensation (A+B+C)	-	3,72,000	
TDS (IT-35, etc) will be deducted from statutory dues.			
Additional Benefits			
1. Accidental Insurance Coverage as per Company Policy			
2. Insurance cover for health (as per ESIC Category) upto Rs 1 Lakh PA			
Term & Conditions			
The offer is valid	02-10-23		
Copy of resignation from the Employer should be submitted by	04-10-23		
In case the above dates are not adhered to, our offer will lapse, in the absence of any written approval for exception.			
Confidential Document			

For Knest Manufacturers LLP

Rajiv Shaw
VP - Human Resources & Legal



Akansha Priya
Accepted

K. Nimish
DIRECTOR

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

Factory Address: Gat No. 47,
Navlakh Umbre, Talegaon

CTN: AAD - 2928

020 2742 6622

sales@knestaluform.in
info@knestaluform.in

Office Address: Unit Number 802,
Om Chambers, T. 29/31,
Bhosari Industrial Estate,
Telco Road, Next to Toyota
Showroom, Bhosari,
Pune - 411 026

EQUIP9 Internet Private Limited
CIN: U51901PN2019PTC187811
contact@equip9.com



6th January, 2023

Via Email- pinetcaleshay555@gmail.com

Re: Offer Letter

Akshay Pisote

Dear Akshay,

EQUIP9™ Internet Private Limited is pleased to offer you the position of **Marketing Manager**. We trust that your knowledge, skills and experience will be among our most valuable assets. We expect that you will use your best energies and abilities on a full-time basis to perform, at any location as designated by EQUIP9™ including but not limited to in-house projects and client sites, all duties assigned to you. You shall also comply with all rules, regulations and procedures of the Company. You shall provide reports concerning your work activities from time to time as requested. Your starting base stipend is mentioned in **Exhibit-C** with all applicable taxes and withholdings. Your employment with EQUIP9™ is "at-will" and EQUIP9™ can terminate the relationship at any time with or without cause. This offer letter along with Exhibit B is the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

We at EQUIP9™ are hopeful that you will accept this job offer and look forward to welcoming you aboard. If you are in agreement with the above outline, please sign below. This offer is effective from 9th January, 2023.

Very truly yours,

Gaurav Bhushan – Founder

I have read the above terms of employment and agree to accept the same without reservation.

<Candidate's Signature>



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

Exhibit B

(Offer Letter Dated 6th January, 2023)

Confidentiality: You agree at all times during the term of your employment relationship with EQUIP9™ and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the EQUIP9™ to the extent necessary to perform your obligations to EQUIP9™ under this agreement, or to disclose to any person, firm, corporation or other entity without written authorization of EQUIP9™, any Confidential Information of EQUIP9™ Internet Private Limited, subsidiaries, parent companies, and affiliates (collectively known as "EQUIP9™") which you obtain or create. You further agree not to make copies of such Confidential Information except as authorized by EQUIP9™. You understand that "Confidential Information" means any EQUIP9™' proprietary information, technical data, trade secrets or know-how, including, without limitation, research, product plans, products, services, suppliers, customer lists and past, current and future customers (including without limitation, customers of EQUIP9™ on whom you called or with whom you became acquainted during the employment relationship with EQUIP9™), prices and costs, markets, software (both object code and source code), developments, inventions, notebooks, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing materials and plans, licenses, finances, budgets or other business information disclosed to you by EQUIP9™ either directly or indirectly in writing, orally or by drawings or observation of documents, part of equipment or created by you during the period of employment relationship with EQUIP9™, whether or not during the working hours. You further understand that Confidential Information includes, without limitation, information pertaining to any aspect of EQUIP9™' business, which is either information not known by actual or potential competitors of EQUIP9™ or other third parties not under confidentiality obligations to EQUIP9™, or is otherwise proprietary information of EQUIP9™ or its partners, investors, customers or suppliers, whether of a technical nature or otherwise. You also understand that Confidential Information does not include any of the foregoing items which has become publicly and widely known and made generally available through no wrongful act of yours or of others who were under confidentiality obligations as to the item or items involved. All papers, memoranda, notes, reports, charts, programs, data, or other documents of any kind relating to the business of EQUIP9™, its customers and employees shall be the sole and exclusive property of EQUIP9™ and shall be turned over to EQUIP9™ upon the termination of your employment.

Non-disclosure: You acknowledge that, as a condition of your employment, and in order to fulfill job duties, you will necessarily receive access to trade secrets and confidential information belonging to EQUIP9™. This material includes, but is not limited to, client lists, customer contact information, strategy and marketing memos, intellectual property, and other confidential information. You agree that during your employment, and for a period of three years following the termination of your employment with EQUIP9™, you will not use any trade secrets or confidential information for the benefit of anyone or any entity other than EQUIP9™, that you will not disclose any of the secrets or information to third parties, including other employees who



DIRECTOR

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

Exhibit C

Role: Marketing Manager

The **Marketing Manager** is responsible for identifying and designing strategy, planning and executing creative ideas, and creating impressive designs for ensuring brand awareness.

Responsibilities:

- Building the Product Marketing function from scratch. Responsible for extensive field marketing for a period of 6 to 8 months in order to set ground level challenge.
- Promote business expansion opportunities through successful field marketing programs. Responsible for driving brand awareness through on-site, face-to-face interaction with consumers.
- Developing strategies and managing marketing campaigns across print, broadcast, and online platforms to ensure that products and services meet customers' expectations and build the credibility of EQUIP9.
- Supervising advertising, product design, and other forms of marketing to maintain consistency in branding. Translate brand elements into plans and go-to-market strategies. Manage a team of marketing people working on brand initiatives.
- Identifying and approaching potential new companies or individuals to engage as clients. Understanding and assisting the client in meeting their goals and objectives.
- Exhibit solid experience in sales and marketing, pre-sale technical discussions with clients to gain an understanding of the requirement and ensure effective conversion.
- Position and communicate product value to the customers covering technical & operational managers & users. Ensure constant interaction with principals on the technology and marketing front.
- Good understanding of sales processes like negotiating, tender and contracting terms with customers. Should be used to adapting various marketing strategies like trade shows, the technical conference.
- Build an effective client relationship with the assigned list of customers. Meeting the revenue targets, reporting MIS and customer reports. Ensure the high level of customer satisfaction.
- Responsible for conducting market research, understanding trends and customer preferences, developing marketing strategies and budgets, supervising the creation of marketing materials and content, and performing all other relevant tasks essential to increasing the business's sales.




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

EQUIP9 Internet Private Limited
CIN: U51901PN2019PTC187811
contact@equip9.com



apply for and obtain and/or in order to assign and convey same to EQUIP9™, its successors, assigns, and nominees, the sole and exclusive rights, titles and interests, in and to all inventions, patents, copyrights, trade secrets, trademarks, mask works, or other intellectual property rights relating thereto, resulting from your employment with EQUIP9™.

Indemnification: By accepting these terms of employment you certify that you are free to accept such terms and be employed by EQUIP9™ without limitation and your employment with EQUIP9™ does not violate any obligation or agreement you have with any current or previous employer. You further agree to indemnify and hold EQUIP9™ harmless against any cause of action or claim from any party based upon your acceptance of these terms or your employment with EQUIP9™.

Choice of Law and Venue: Pune substantive law shall govern this agreement and its enforcement. Jurisdiction and venue are proper in any proceeding to enforce rights hereunder filed in any court located in Pune, Maharashtra.




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

Security: You agree that you will adhere to security practices as per the security policy of the organization applying to your employment. You are authorized to use email ID provided to you by the organization only for internal communication and/or for communication with clients and/or customers we are dealing with on regular basis. Any disclosure of information to third parties (including other employees of the EQUIP9™ or any other entity within EQUIP9™) constitutes a breach of your employment.

Company property: During the course of employment, you will have access to EQUIP9™ property. The same is to be returned in case of your resignation/termination from EQUIP9™. Failure in returning company property would result in evaluating the cost of the property and subsequent deductions from any monies payable to you by the company.

Laptop Policy: You agree that any laptop used by you in furtherance of your duties described in this document will be subject to inspection and data backups at the immediate written or verbal request of EQUIP9™. Violation of the Laptop Policy will result in immediate termination.

Expenses Policy: You will be reimbursed for all ordinary, reasonable, and necessary expenses, including travel and business expenses, incident to your employment with EQUIP9™ on a monthly basis only if pre-approved by EQUIP9™, upon your presentation of itemized original receipts in the form requested by EQUIP9™.

Engagement in other Business: You acknowledge that EQUIP9™ wishes you to devote your whole time and attention to the service of EQUIP9™ during your employment with it. For this reason, during your employment (and while on paid or unpaid leave), you must not (without the EQUIP9™ prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other business entity or other organization (whether as an employee, officer, director, agent, partner, consultant or otherwise). Without prejudice to this provision, you confirm that you have declared to EQUIP9™ all of your business interests that are similar to or in conflict with the business of EQUIP9™ existing at the date on which your employment commences. If these interests change during the term of your employment, you will promptly notify EQUIP9™.

Intellectual Property: You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to EQUIP9™ so that EQUIP9™ is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to EQUIP9™ all right, title and interest you may have in them. You agree to assist EQUIP9™, or its designee(s), at EQUIP9™ expense, in every proper and lawful way and manner, to secure and/or to perfect EQUIP9™ rights in any inventions, patents, copyrights, trade secrets, trademarks, mask work rights, or other intellectual property rights thereto, in any and all countries, including the disclosure of all pertinent information and data with respect thereto. You agree to execute any and all applications, specifications, oaths, assignments and any and all other instruments which EQUIP9™ may deem necessary in order to




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

do not have a need to know the information, and you will take care to guard the security of the information at all times. Your obligation to keep such information confidential shall survive the termination or cancellation of your employment agreement, even if occasioned by EQUIP9™'s breach or wrongful termination. You shall not disclose to EQUIP9™ any information or material that is confidential or is a trade secret of any third party. Nor shall you use any third party's trade secret or other confidential information for any purpose that is not specifically authorized in writing by such third party. **Non-Competition and Non-Solicitation:** During your employment and for 12 months following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit, for your benefit or for the benefit of another, the business of any individual or entity who was a customer or client of EQUIP9™ prior to the termination of your employment with EQUIP9™, nor directly or indirectly solicit any employee of EQUIP9™ or induce such employee to terminate his or her employment with EQUIP9™. You further agree that: (i) EQUIP9™ shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 1, 2 or 3 of this Exhibit B. Paragraphs 1, 2 and 3 of this Exhibit B are intended to be enforced in accordance with their terms but such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law. The provisions of this paragraph shall be construed as an agreement independent of any other provision contained herein and shall be enforceable in both law and equity notwithstanding the existence of any claim or cause of action by you against EQUIP9™ whether predicated on this agreement or otherwise.

Termination: You are employed by the Company on an at-will basis. You promptly will comply with company's instructions concerning relocation to or from a customer site. The Company agrees to provide you with two month of notice of termination (Except no advance notice is required if the termination of your employment is for cause) and you agree to provide the Company with two month of advance notice of termination of employment, except that the Company shall not be required to provide any such notice or make any payments to you in lieu of notice or with respect to notice period if the termination of your employment is for cause or takes place at a time when you are not assigned to any project. You acknowledge that at least two months' notice by you is reasonable and necessary under such circumstances due to substantial effort, time and expense the Company will be required to incur in employing you and in replacing your services.

Reporting and Responsibilities: Your performance will be reviewed annually and you shall provide reports concerning your work activities from time to time as requested. You shall also comply with all rules, regulations and procedures of EQUIP9™. We may request services in addition to or different from the responsibilities outlined in this agreement and in the internal documents of EQUIP9™, and you agree to render such services under the terms of this employment.

Payment & Period: You will be paid on a weekly/ bi-weekly/ monthly basis per the payroll sheet issued at the beginning of each year.



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

Office Timing:

- We follow no timing pattern. But we expect all individual to work for 8+1 hours pattern every day. There is a working of 08 hours and 1 hour lunch break. While working on part-time basis you will be required to dedicate minimum 15hrs in a week.
- Your lunch break can be utilized for all your personal work.

Dress Code:

- We don't have any dress code. But we expect all to wear a decent dressing that doesn't create raises any social concerns.



DIRECTOR

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

Salary Break-Up Structure:

Fixed Allowance	Type	Monthly.Amt	Yearly.Amt
Basic Salary	Fully Taxable	21000	252000
Hour Rent Allowance	Tax Exempt	10500	126000
LTA Allowance	Tax Exempt	65	780
Other Allowance	Fully Taxable	0	0
Total Gross Salary		31565	378780
PF employer contribution	Employer rate 12%	1800	21600
ESIC employer contribution	Employer rate 3.25%	0	0
Gratuity employer contribution	Gratuity rate 4.81%	1010	12121
Statutory Bonus	Bonus rate 8.33%	0	0
Total CTC		34375	412500
PLI/Bonus/Variable Pay	Performance Pay	0	137500
Total CTC(Including Variable)			550000
PF employee contribution	Employee rate 12%	1800	21600
ESIC employee contribution	Employee rate 0.75%	0	0
Professional Tax		200	2400
Net take Home		29565	354780
Net take Home without PF and Gratuity (including taxes)		34175	410101



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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Filpkart Campus drive for MBA- SCM branch 2023 batch

shweta sharma <shweta.sharma@dypic.in>

To: Dheeraj Agrawal <placements.d1@dypvp.edu.in>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

Dear Placement Team,

Thanks for your participation in the FILPKART - DISHA 2022 Internship hiring process. Please note these are the Intern Offers, the Final Full-time Offer results will only be made basis the Internship (2 months- Nov-Dec).

Sharing below the Results post the interview process.

Please confirm the acceptance from the students over this email by 25th Aug 2022.
NOTE: We will keep you posted on the waitlist movement if any.

DISHA ID	Candidate Name	College	Contact Details	E-mail ID	Final Status
DISHA2022956	Aniket Shivajirao Bankar	DY Patil	7709733392	aniket.bankar.335@gmail.com	2 Month Intern 5
DISHA2022959	Karok Pate	DY Patil	9860294717	karok273@gmail.com	2 Month Intern 5
DISHA2022967	Pratyot Baleshna Chavan	DY Patil	8600450805	chavanpratyot@gmail.com	2 Month Intern 5
DISHA2022964	Rohit Rajendra Ingole	DY Patil	8830571988	rohitrohites50@gmail.com	2 Month Intern 5
DISHA2022960	Yashashree Sarantbaskar	DY Patil	8806735154	shree201158@gmail.com	2 Month Intern 5
DISHA2022963	Ashish Rajendra Khonde	DY Patil	9923373191	ashishkhonde45@gmail.com	2 Month Intern 5
DISHA2022955	Yogesh Dilip Wankale	DY Patil	9156770009	yogeshwankale01@gmail.com	2 Month Intern 5
DISHA2022958	Muskaan Shaikh	DY Patil	7668800643	shaikhmuskaan920@gmail.com	2 Month Intern 5
DISHA2022962	Chetan Sunil Bhargale	DY Patil	7775821820	chetanbhargale14@gmail.com	Waitlist

On Tue, 12 Jul 2022, 2:58 pm Dheeraj Agrawal, <placements.d1@dypvp.edu.in> wrote:

Dear Madam,

Thank you for the opportunity.

Thanks & Regards,

Prof. Dheeraj Agrawal

Dean Industry Inside Interaction &

Training and Placement Officer

Mobile No:- 8408219510

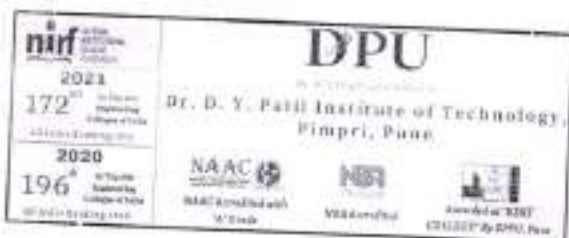
Linked in: <https://www.linkedin.com/in/dheeraj-agrawal-79ba6470>

Dr. D. Y. Patil Institute of Technology, Pimpri, Pune-411018

"Empowerment Through Knowledge"

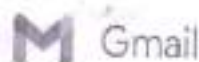
020-27421090/96/97 ext-7328

d1@dyvp.edu.in

Linked in: <https://www.linkedin.com/company/dr-d-y-patil-institute-of-technology>

DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044On Tue, Jul 12, 2022 at 1:27 PM shweta sharma <shweta.sharma@dypic.in> wrote:
To: Dheeraj Agrawal



Sarah Souza <placements_mba@dypmca.ac.in>

Flipkart Campus drive for MBA- SCM branch 2023 batch

5 messages

shweta.sharma <shweta.sharma@dypic.in>

To: Placements DIT <placements.dit@dypic.edu.in>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, D Y Patil Institute of MCA and MBA <placements_mba@dypmca.ac.in>

Tue, Jul 12, 2022 at 1:27 PM

Dear All

Flipkart Campus drive for MBA- SCM branch 2023 batch

Please find below details:-

We are back with the Flipkart Disha, SCM Program 2022. The construct is an Internship program that will be for 2 months after which the Interns will be evaluated via a Pro Placement Interview for the Senior Executive Full Time Role at Flipkart Supply Chain.

Imp: This year we are planning to shift the Internship Duration earlier to November & December 2022 (Instead of Feb & March) so that we can release the Full Time offers in Early January & allow the students to be more comfortable by knowing their results earlier. Please let us know if the timeline of Nov & Dec 2022 works for you & doesn't have any clash with examinations

Things to know about Disha

- **Duration**: Internship timeline will be planned for November & December 2022.
- **Mode**: In-person Internship
- **Stipend**: 25000/pm (Full Time Offer Based on Performance will be a CTC of 5.34 Lakhs)
- **Location**: PAN India
- **Placement drive for the Internships**: 1st-5th Aug (Via Google Meet)
- **Process**: Aptitude test -> 2 round technical interview -> 2 round HR interview

Please Note:

At the End of the 2 Month Internship we will evaluate the student for Full Time Opportunities as a Senior Executive at a CTC of 5.34 Lakh

Last date of registration will be 13th July till 9:00 am

https://docs.google.com/forms/d/1FAIpQLS8W7n8UPXZHLAMXzGd5jWPQ8G8dUghF5dKmsUCQ2Eg/viewform?usp=sf_mail

Thanks and Regards

Jasritha Kaur, Dean Placement - DYPEC, Ak <placements@dypcoeakurdi.ac.in>

To: shweta.sharma <shweta.sharma@dypic.in>

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

Tue, Jul 12, 2022 at 1:30 PM

Dear Shweta Ma'am,

Greetings of the day!

Thanks for the opportunity provided.

Sarah D Souza, Ma'am will coordinate for the same.

Warm Regards,

Jasritha Kaur

Dean Placement

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://www.facebook.com/dypcoeakurdi>

(As per email record)

Sarah Souza <placements_mba@dypmca.ac.in>

To: shweta.sharma <shweta.sharma@dypic.in>

Cc: Placements DIT <placements.dit@dypic.edu.in>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Tue, Jul 12, 2022 at 1:49 PM

Dear Shweta Ma'am,

Greetings of the day!

Thank you for this opportunity

Requesting permission to view this form so I can share the same with students.

Warm Regards,

Asst. Prof. Sarah Souza

Training & Placement Officer

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

Mob: 7588289056

Email: placements_mba@dypmca.ac.inWebsite: www.DYPMCA.ac.in

Jasritha Kaur



K. N. Nimbale
DIRECTOR

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

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

On Tue, Jul 12, 2022 at 1:27 PM shweta sharma <shweta.sharma@dypcoeakurdi.ac.in> wrote:
(unofficial address)

Sun, Aug

shweta sharma <shweta.sharma@dypcoeakurdi.ac.in>
To: Dheeraj Agrawal <placements_dt@dypcoeakurdi.ac.in>, PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>, D Y Patil Institute of MCA and MBA <placements_mba@dypcoeakurdi.ac.in>

Dear Placement Team,

Thanks for your participation in the FLIPKART - DISHA 2022 Internship hiring process. Please note these are the Inform Offers, the Final Full-time Offer results will only be made basis 9 Internship (2 months- Nov-Dec)

Sharing below the Results post the Interview process.

Please confirm the acceptance from the students over this email by 25th Aug 2022.
NOTE: We will keep you posted on the waitlist movement if any

DISHA ID	Candidate Name	College	Contact Details	E-mail ID	Final Status
DISHA2022950	Arvika Shrivastava Bankar	DY Patil	7709733392	arvika.bankar3392@gmail.com	2 Month Intern
DISHA2022959	Kamla Patil	DY Patil	9860294717	kpatil213@gmail.com	2 Month Intern
DISHA2022957	Prayati Balkrishna Chavan	DY Patil	8900450809	chavanprayati@gmail.com	2 Month Intern
DISHA2022954	Rohit Rajendra Ingle	DY Patil	8330571985	inglerohitbas00@gmail.com	2 Month Intern
DISHA2022950	Yashashree Sarambalkar	DY Patil	8805735154	shree201198@gmail.com	2 Month Intern
DISHA2022953	Ashish Rajendra Khonde	DY Patil	9923373191	ashishkhonde45@gmail.com	2 Month Intern
DISHA2022955	Yogesh Dilip Walsale	DY Patil	9156170009	yogeshwalsale01@gmail.com	Waitlist
DISHA2022956	Muskaan Sheikh	DY Patil	7668800643	sheekhmuskaan12@gmail.com	Waitlist
DISHA2022952	Chetan Sunit Bhangale	DY Patil	7775621823	chetanbhangale74@gmail.com	Waitlist

On Tue, 12 Jul 2022, 2:59 pm Dheeraj Agrawal, <placements_dt@dypcoeakurdi.ac.in> wrote:

Dear Madam,
Thank you for the opportunity.

Thanks & Regards,

Prof. Dheeraj Agrawal

Dean Industry Institute Interaction &

Training and Placement Officer

Mobile No- 9800219518

Linked in: <https://www.linkedin.com/in/dheeraj-agrawal-796a6479>

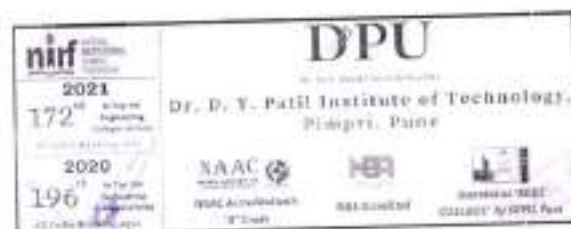
Dr. D. Y. Patil Institute of Technology, Pimpri, Pune-411018

"Empowerment Through Knowledge"

020-27421095/08957 ext-7528

Website- imgg.dypcoeakurdi.ac.in

Linked in: <https://www.linkedin.com/company/dr-d-y-patil-institute-of-technology>



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

On Tue, Jul 12, 2022 at 1:27 PM shweta sharma <shweta.sharma@dypcoeakurdi.ac.in> wrote:
(unofficial address)

Mon, Aug 22, 2022 at 5:56 PM

Sarah Dasuta <placements_mba@dypcoeakurdi.ac.in>
To: shweta sharma <shweta.sharma@dypcoeakurdi.ac.in>
Cc: Dheeraj Agrawal <placements_dt@dypcoeakurdi.ac.in>, PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Dear Shweta Madam

Greetings of the day!

At the subject I would like to thank you for the opportunity shared.

09

Ref no: - 1/2023-24 (88)

March 1st 2023

To,

- 1) **Mr Aniket Bundile,**
Saroj Palace, vasudev nagar,
gawali pura, Akot, Dist. Akola - 444101
Mob: 8055058581
- 2) Mr Manoj Deokar,
5-6-1212, street no.9, kangar colony,
chikalthana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
At. Po. Naigaon Dattapur,
TQ. Mehkar Dist. Buldhana
Mob: 9657830086
- 4) Mr Mukul Khandye
RM-98/5 Shri Krushna Housing Society group
wadagaon kolhati Aurangabad-431136
Mob: 9011777855
- 5) Mr Krushna Shelar
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rasbihari link, Nashik -422003
Mob: 9552252974
- 6) Mr Prasad Borkar
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri-Chinchwad 411044
Mob: 7066361047
- 7) Mr Shashi Ranjan
Village - Kanaudi, PO+PS- Gurua,
Dist-Gaya, Bihar Pin-824205
Mob: 9931143370




DIRECTOR

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



PROPERTY CLOUD
REALTY SPECIFIER PVT. LTD.

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with **PROPERTY CLOUD REALTY SPECIFIER PVT LTD.**
Designate as **Management Trainee /Sr. Sales Executive** effective **23rd March 2023** in
Mumbai/Bangalore/Pune/Delhi, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs.7,10,000/-** consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th of every month.
3. Travelling Expense will be reimbursed for 2 Wheeler at actuals for official work only @ Rs 4/Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 5 days working with 1-day flexible off in a week.
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfers at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



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

12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own BERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



A handwritten signature in blue ink, appearing to read "K. Nimra".

DIRECTOR

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Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
Sales Incentive (Performance Based)	25,000	3,00,000
Project Incentives (Performance Based)	2,833	34,000
Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specifier Pvt Ltd

Offer as Above Acceptance

Sign & Date: _____



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

Ref No: 25980289
04-Sep-2023



Ankita Arjun Bhilare

Dear Ankita,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 220,001**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **07-Sep-2023**.

Please note:


- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant").


Shibu Balakrishnan
AVP – HR

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

Compensation and Benefits

Name: Ankita Arjun Bhilare

Designation: Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1471.428571	17,657
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5294	63,528
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	488	5,816
	Annual Gross Compensation		220,001
	Annual Total Compensation		220,001
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		239,501

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days



K. Nimbh
DIRECTOR

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) 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 India Leave Policy.

Provident Fund Wages:



Offer Date : 02/01/2024
Offer No : GS10108530

FIXED TERM EMPLOYMENT CONTRACT

Dear **Ankita Chavan**

We are pleased to offer you employment at **Quess Corp Limited** for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to **REXEL INDIA PRIVATE LIMITED** under this Contract. The terms of employment are exclusively with Quess, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **JAN 02,2024** be deputed by Quess, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from **JAN 02,2024** to **DEC 01,2024**.

COTERMINOUS:

Not with standing the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at **Pune**.

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Offer No : GS10108530
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Page 1

QUSS Corp Limited
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.uesscorp.com> | Toll Free No: 1800-572-3333



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K. Nimish
DIRECTOR

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

POSITION:

You are appointed as **Hr Executive** .

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid from JAN 02,2024 to DEC 01,2024 This contract may be considered for an extension depending on the client and Quess' requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quess through a separate mutually executed contract of employment. Quess shall inform you in writing of the extension requirements

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at Quess within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, Quess or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. Quess reserves all such right to withheld full or a portion of your salary during such suspension period.

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DIRECTOR

**D. Y. Patil Institute of Master of Computer
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NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The Contract can be terminated at the discretion of Quess / Client subject to 30 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc., then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated with immediate effect.

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K. Nimish
DIRECTOR

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ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of Quess (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Not with standing the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

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

You shall report to work on **JAN 02,2024** at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card
10. Complete Application Form with Bio Data/Resume

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With Warm Regards,
For Quess Corp Limited.



Tej Hans Raj Singh
Deputy CEO

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DIRECTOR

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

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....



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Compensation Sheet

Offer No : GS10108530

Associate Name : Ankita Chavan

Designation : Hr Executive

Location : Pune

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	15000	180000
House Rent Allowance	6000	72000
Other Allowance	6750	81000
Statutory Bonus	1250	15000
Gross Salary	29000	348000

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Employer Pf	1950	23400
Insurance	1044	12528
Total Contribution	2994	35928
Cost To Company: (Ctc)	31994	383928

Deduction: (Subjected to change)	Rs. Monthly Pay	Rs. Annual Pay
Provident Fund	1800	21600
Professional Tax	200	2400
Total Deduction	2000	24000
Net Take Home	27000	324000

Variable Component	Rs. Annual Pay
Variable	26100
Ctc (With Variable)	410028

Tenure Bonus	Rs. Annual Pay
Fixed Tenure Bonus Amount	100000

Kindly Note: You are eligible for "Fixed Tenure Bonus" on Successful completion of 2 consecutive years service from the date of your joining mentioned in letter

For Quess Corp Limited.

Tej Hans Raj Singh
Deputy CEO



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

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

Dear Associate,

Please download the **WorQ App** on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by **SMS** to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No : GS10108530
- Name : Ankita Chavan
- Mobile No : 7448136810

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>

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

OL No: TN9931

Date : 23 March 2023

Dear Arti Chaudhary,

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 an **Academic Counsellor**.

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 : 18 April 2023

Training Period : 18 April 2023 to 27 April 2023

OJT Start Date: 28 April 2023

OJT End Date: 27 October 2023

Location of Training: Bangalore

Stipend: INR 18000 Per Month

Incentives : INR 12000 (Based on Target Completion)

Target: To be allotted during OJT Period.

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 **18 April 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

25/03/2023

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector E, HSR Layout,
Bangalore, Karnataka 560102
Mob: +91 90190 30646 | hr@teachnook.com



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

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: _____

(Candidate's Signature)

DATE: 25/03/2023

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector E, MSR Layout,
Bengaluru, Karnataka 560102
Mob: +91-80190 30545 | trgsteachnook.com



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

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Fully vaccinated report. (Covid Vaccination)

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: 25/03/2023



TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector B, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90180 30545 | hr@teachnook.com

K. N. Nimbale

DIRECTOR

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



Dear Ms. Arti Pichkate

Subject: Offer Letter as Business Development Executive

I am pleased to inform you of your acceptance for the position as **Business Development Executive**. You will be a part of our Sales and Marketing Team.

Your date of joining will be on 21st March 2023. You will be stationed at our Mumbai office.

You will be paid **15000/Month (Completely based on your target of 12 admissions)**. On the consecutive achievement of your targets, after the probation period of 6 months you will receive an appraisal based on your performance. After probation period your **CTC will range between 3 - 4 LPA**

Your Roles and Responsibilities includes -

- Preparing marketing and sales strategies.
- Conducting extensive research on competitors' products and services.
- Creating and overseeing marketing campaigns.
- Participating in exhibitions and conferences organized by the company.
- Creating awareness of the products and services offered by the company.
- Ensuring the company meets the sales targets.
- Handling complaints of the clients.
- Negotiating the deals with the clients.
- Taking feedback from the clients.
- Creating marketing campaigns on social media platforms.
- Writing monthly reports on the performance of the campaigns.

Congratulations on this job.

Best Wishes,
HR Team,
EduLaddr.



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



July 25th, 2023

Ms. Arundhati Soudagar Pawar

A/p Dahitane Talakkalkot,
Dahitane Solapur,
Maharashtra-413226

Dear Arundhati,

Further to our meetings and discussions, we are extremely pleased to offer you the position of a "Candidate Manager" with **Allegis Services (India) Pvt. Ltd ("Allegis India")**. Your employment will commence on or before **July 1st, 2023** or such other date as may be mutually agreed. Your principle place of appointment and base location, at all points of time during your employment with Allegis India, shall be Commerce @ Mantri, Level 3, No. 12/1 & 12/2, NS Palya, Bannerghatta Road, Bangalore - 560076.

You will be paid an annual compensation of **Rs.4,59,144/- (INR Four Lakh(s) Fifty Nine Thousand One Hundred and Forty Four Only)**. The break-up of the compensation structure will be as per the attached salary sheet.

Your offer of employment will be subject to the terms and conditions (the "Terms and Conditions") of employment and to satisfactory completion of reference and background checks. This offer letter and the Terms and Conditions together constitute the employment contract between Allegis India and you.

Notwithstanding your principle place of appointment and base location being the Allegis Office, you may be deputed or seconded from time to time, to client locations or premises of Allegis India affiliates across the country where you will be required to work on specific assignments. During the entirety of the Deputation you will always continue to be governed by the Terms and Conditions and the Company's Employee Handbook, in addition to any other condition that the client may propose in conjunction with the Company. You will report back to the base office on completion of your deputation or sooner, if the management of the Company decides so at its own sole discretion.


We extend a very warm welcome into the Allegis family, and look forward to a long and mutually rewarding association.

Wishing you all the best.

For Allegis Services (India) Pvt. Ltd.,


Yogesh Krishna Murthy
Director-Finance




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

Salary Annexure

Name : Arundhati Soudagar Pawar
Designation : Candidate Manager

	Monthly	Annual
Gross Fixed Pay		
Basic	15,850	1,90,200
HRA	7,925	95,100
Statutory Bonus	3,170	38,040
Flexi Benefit Plan / Other Allowance	8,653	1,03,836
Gross Fixed Pay (A)	35,598	4,27,176
Employer's Contribution (B)		
Provident Fund (Employer's Contribution)	1,902	22,824
Total Employer's Contribution	1,902	22,824
CTC (A+B)	37,500	4,50,000
Retiral Benefits (C)		
Gratuity**	762	9,144
CTC (A+B+C)	38,262	4,59,144
Additional Benefits		
Mediclaim Insurance for Self plus 3 dependents		10,845
Personal Accident Insurance		500
Total Additional Benefits (D)		11,345
Grand Total CTC (A+B+C+D)		4,70,489
Total Earning Potential		
Fixed Pay		4,50,000
Annual Incentive Potential *		2,22,750
Performance Bonus *		1,00,000
Total Earning Potential		7,72,750
*The Annual Incentive Potential and Performance Bonus are a indicative values and can differ based on the joining date and performance of the Candidate Manager along with the fulfilment of the terms and conditions of TEKsystems' incentive policy.		
(**) Gratuity is payable as per the provisions of Payment of Gratuity Act, 1972.		
Date: 25 July 2023		



Atm Services India Private Limited
Commerce @ Mantri, Level 3, #12/1, N S Palya Bannerghatta Road, Bangalore - 560076
Tel: +91-08-3070 5002 Fax: +91-08-4124 4630, www.teksystems.com
TEKsystems.com/en-in

DIRECTOR

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

- 5.2 You will be issued a deputation letter every time you are required to work at any location other than the Company Location for any specific assignment. Your base office and principal place of employment however shall, at all times, continue to remain the Company Location.
- 5.3 You will report back to the base office on completion of your deputation or sooner, if the management of the Company decides so at its own sole discretion. You will continue to be governed by the Company's Employee Handbook and the terms of employment with the Company during the entirety of your deputation, in addition to any other condition that the client may propose in conjunction with the Company.
- 6.0 **Holidays and Leave:**
- 6.1 The COMPANY will declare certain number of holidays for festivals and certain nationally important days, the guiding principles being the laws of the land and local practice.
- 6.2 **Leave:** Leave entitlements will be as per COMPANY rules as would form part of the Employee Handbook or be separately notified.
- 6.3 You will continue to be governed by the terms of holiday and leave as contained in the Employee Handbook even during the periods while you are deputed to a Client's premises, unless expressly told otherwise by the Company.
- 7.0 **Conflicts of Interest and Confidentiality:**
- 7.1 Information pertaining to the COMPANY's operations shall be kept confidential and safeguarded by you. On joining the COMPANY, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. Any Intellectual Property or Patents developed by you during your service will be the property of the COMPANY and the Group Companies. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Similarly, after leaving the services of the COMPANY, you shall keep confidential any proprietary information and technologies, which you were involved with during your service with the COMPANY and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 7.2 During the tenure of your employment with the COMPANY, you are debarred from undertaking any other employment either on full or part time basis and shall not engage in any trade or business or contract or avocation, or honorary work anywhere, (whether or
- not such employment is paid), directly or indirectly without prior permission of the COMPANY. Contravention of this condition will entail termination of your services with the COMPANY without any notice.
- 7.3 You must not at any time during (except so far as is required for the proper performance of your duties) nor at any time after the termination of your employment with the COMPANY communicate or divulge to any person ("person" shall include a firm or COMPANY or any other undertaking) or make use of or permit any other person to make use of for your own or any other person's benefit any Confidential Information.
- 7.4 You shall hand over all proprietary material, whether given to you during the course of employment, by the Company or any Group Company or a Client immediately on the termination of your employment or at such time when called upon to do so. Proprietary material includes both tangible material such as laptops, desktops, phones, electronic equipment, documents, etc and intangible material such as software, data in desktops, phones, and electronic equipment given to you for the purpose of carrying out your obligations during the course of employment.
- 7.5 You hereby agree that the restrictions contained in this Clause 7 are necessary for the protection of the Company, its Group Companies and its Clients and that there will irreparable damage caused to the Company, its Group Companies or its Clients if these terms are breached.
- 8.0 **Deductions from Salary:**
- 8.1 You agree that the COMPANY may at any time deduct, from your salary or any other benefit payable to you, any sum including any over-payment of salary, which in the reasonable opinion of the COMPANY you owe to it whether by reason of any default on your part or otherwise at the time such deduction is made.
- 9.0 **Termination of Employment:**
- 9.1 This agreement of employment may be terminated by One Month written notice on either side.
- 9.1.1 Notice Period has to be served in full and no leaves can be adjusted against the notice period.
- 9.1.2 Either party will have an option of Notice Period buyout by paying the 'GROSS SALARY' for the buyout period computed based on the monthly gross salary. In case of employee opting for Notice period buyout, it is COMPANY's sole discretion to accept or reject such notice period buyout option with or without assigning reason.
- 9.1.3 The company holds the right to withhold the full and final settlement as well as the relieving documents if the notice period policy is not adhered to.



Allegis Services India Private Limited
Commercial, Main, Level 3, #12/1, N S Palya, Bannerghatta Road, Bangalore - 560076
Tel: +91 80 3070 5002 Fax: +91 80 4124 4630, www.allegisservices.com
CIN: U74140KA2003PTC035624

K. Nimbale
DIRECTOR

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

TERMS AND CONDITIONS OF EMPLOYMENT

The terms and conditions of your employment with **Allegis Services (India) Pvt. Ltd.** (the **COMPANY**) as at the date given below including those terms and conditions required to be given to you in writing in accordance with applicable laws in India. These terms and conditions are in addition to the letter of appointment and any applicable internal policy of the Company and are the basis of your engagement with the Company.

1.0 Assignment of Duties:

1.1 You are employed in the position of a "Candidate Manager" in accordance with the terms of the job description to be given to you on the Commencement Date (defined in **Clause 2.1** below). You are required to perform such duties for the COMPANY as may be designated by the COMPANY and which are reasonable consistent with your position, and to devote your whole working time and attention to your duties.

1.2 You shall perform such duties and exercise such powers in relation to the business of the COMPANY and any Group COMPANY, at such locations, as may from time to time be assigned or vested in you by the COMPANY and shall at all times and in all respects well and faithfully serve the COMPANY and conform with the reasonable directions of and regulations made by the COMPANY.

2.0 Date of Commencement of Employment:

2.1 Your employment will commence on or before "July 1", 2023" or such other date as may be mutually agreed.

3.0 Remuneration:

3.1 **Salary:** Your gross annual salary will be as mentioned in the appointment letter and the compensation details are as provided on **Annexure I** for the first year of your Employment. Your salary, subject to such deductions as are required by law and/or agreed between you and the COMPANY, is payable as per the structure shown in the annexed to this agreement.

3.2 **Medicla Insurance:** Employee, spouse and children less than 21 years of age and parents will be entitled to participate in the Hospitalization insurance scheme subject to the rules of such scheme as laid out in the current existing policy. Details of the benefits provided by this scheme are available on request. The company reserves the right to change or modify the scheme. Hospitalization insurance scheme subject to the rules of such scheme as laid out in the current existing policy. Details of the benefits

3.3 You will be entitled to participate in the COMPANY's personal accident scheme subject to the rules of such scheme at the COMPANY's expenses. The company reserves the right to change or modify the scheme.

3.4 Discretionary performance bonus (if applicable), would be based on your individual performance, your group performance and the company's performance. Bonuses are due and payable annually following the finalization of the Company's annual results. No entitlement to a bonus exists, and no bonus will be paid in the event of separation from the company for whatsoever reason and manner prior to the end of a bonus payable date. Bonuses are payable at the sole discretion of the company, and the company reserves the right to take into account all relevant factors in determining final approved payments.

3.5 Incentives (if applicable): All incentives will be paid according to the performance and company incentive policy. No incentive will be paid in the event of separation from the company for whatsoever reason and manner after last working day. The company reserves the right to take into account all relevant factors in determining final approved payments.

4.0 Provident Fund Scheme:

4.1 You will be entitled to the COMPANY's Provident Fund Scheme (As per the EPF Act, 1952) subject to its rules and on the under noted basis:

4.1.1 The COMPANY will contribute an amount equal to twelve percent of your basic salary towards the Provident Fund matched by a similar contribution from you.

4.1.2 Your normal retirement age for the purposes of your employment and the Provident Fund Scheme is 60 years. Subject to **clause 9**, your employment shall accordingly terminate automatically on the last working day of the month in which your 60th Birthday falls and the COMPANY's final contribution to the plan will also be made in the same month.

5.0 Location of work:

5.1 Your base location shall be the **Registered Office of the Company at Commerce @ Mantri, Level 3, No. 12/1 & 12/2, NS Palya, Bannerghatta Road, Bangalore - 560076**, but the COMPANY reserves the right to require you to work at any other Company premises or the premises of any other client or Group Company, from time to time as it may consider necessary. You shall also be required, with due authorization, to make business visits, overseas and in-land, as would be warranted in order to effectively carry out your responsibilities. Please refer to your offer documents for details on location.



Allegis Services India Private Limited
Commerce @ Mantri, Level 3, # 12/1, NS Palya, Bannerghatta Road, Bangalore - 560076
Tel: +91 80 3070 5042 Fax: +91 80 4124 4630, www.allegisindia.com
REGD. NO. 24/40KA2005PTC035624

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

any client or work on any account or business of any client of the Company or any Group Company for the purpose of providing to that client services which are the same as or similar to any services which you have been involved in providing to that client at any time in the 6 months preceding the Termination Date.

- 10.2.4 Solicit or endeavour to entice away from the Company or any Group Company any appointee, officer, consultant or senior or managerial employee of the Company or any Group Company (whether or not such person would commit any breach of his contract of employment or engagement by reason of leaving the service of such company) or knowingly employ, assist in or procure the employment by any other person, concern, undertaking, firm or body corporate of any such person.
- 10.2.5 Communicate to any person, concern, undertaking, firm or body corporate anything, which is intended to or which will or may damage the reputation or good standing of the Company or any Group Company.
- 10.3 In the event the COMPANY is of the reasonable opinion that you are terminating your employment with the COMPANY to pursue an occupation in violation of this Clause, then the COMPANY reserves the rights to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the COMPANY.
- 10.4 You will not communicate to any person, concern, undertaking, firm or body corporate anything, which is intended to or which will or may damage the reputation or good standing of the COMPANY or any Group COMPANY.
- 10.5 You will not at any time following the Termination Date, save with the previous express written consent of the COMPANY, represent yourself as being in any way connected with or interested in the business of the COMPANY or any Group COMPANY.
- 10.6 If the COMPANY transfers all or any part of its business to a third party ("the transferee") the restrictions contained in this clause 11 shall apply to you with effect from you becoming an employee of the transferee as if references to the COMPANY include the transferee and references to any Group COMPANY were construed accordingly and as if references to clients were to clients of the COMPANY and/or the transferee and their respective Group Companies.
- 10.7 You hereby agree that at the request and cost of the COMPANY, you will enter into a direct agreement or undertaking with any Group COMPANY whereby you will accept restrictions and provisions corresponding to the restrictions and provisions contained in this Clause 10 (or such of them as may be appropriate in the circumstances) in relation to such services and

such area and for such period as such COMPANY or companies may reasonably require for the protection of its or their legitimate interests.

The restrictions set out in this Clause 10 are without prejudice to your other express, implied duties whether fiduciary, or otherwise owed to the COMPANY or any Group COMPANY.

The COMPANY reserves its rights to add, in future, any further clauses to protect its business interests after giving you a reasonable notice.

11.0 Representations and warranties

- 11.1 You represent that you have no commitments to former employers or other entities which would restrict you joining the COMPANY and/or fulfilling any duties and obligations set out herein. You also represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You shall indemnify and hold harmless the COMPANY from any and all claims arising from any breach of the representations and warranties in this Agreement.
- 11.2 You have furnished to the COMPANY certain documents of qualification and have made various other representations based on which the COMPANY has employed you. You represent that all documents furnished to the COMPANY and all facts disclosed are true and accurate. You further represent that in addition to the disclosures already made, you have disclosed all material and relevant information which may either affect your employment with the COMPANY currently or in the future or may be in conflict with the terms of your employment with the COMPANY, either directly or indirectly. You acknowledge and agree that in the event any of the information provided by you is found to be inaccurate, misleading or false in any manner whatsoever, you shall be subject to appropriate disciplinary action, including but not limited to immediate termination from the services of the COMPANY.
- 11.3 During the term of this Agreement, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or other advantage without the COMPANY'S prior express approval and you shall not render any other, commercial or professional services or participate in any other commercial activity.
- 11.4 You acknowledge and agree that notwithstanding the disclosure of any Confidential information by the COMPANY to you, the COMPANY shall retain title and all intellectual property and any and all other



Allergis Services India Private Limited
Commerce @ Mantri, Level 3, #12/1, N S Palya, Bannerghatta Road, Bangalore - 560076
Tel: +91-08-3070 5002 Fax: +91-08-4124 5000, www.allergis-group.com
CIN: U74140KA2005PTC035624

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Applications and Management
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9.1.4 Exceptions to this policy require written authorization from the respective BU head.

9.2 However, in case of discharge due to misconduct, the notice period and remuneration in lieu of notice will not be applicable.

Notwithstanding any other provision of this Agreement, your employment will automatically come to an end without notice when you attain the normal retiring age, as set out in Clause 4.1.2 above.

9.3 Your employment may be terminated by the COMPANY without notice under any of the following clauses:

9.3.1 If you become of unsound mind.

9.3.2 If at any time you are prevented by illness or accident or other incapacity from properly performing your duties for a period of six consecutive months or for more than 120 working days in any 12 consecutive months.

9.3.3 If you either commit any serious breach or (after warning) repeat or continue any material breach of your obligations under this Agreement or any other internal policy of the COMPANY.

9.3.4 If you persistently fail or neglect to carry out your duties under this Agreement or fail to maintain a satisfactory standard of conduct or performance within a reasonable time after receiving written warning from the COMPANY relating to your conduct and/or performance.

9.3.5 If you commit any act of fraud, dishonesty or conduct (whether or not in the course of your employment) tending to bring yourself, the COMPANY or any Group COMPANY or the Client into disrepute or otherwise to affect prejudicially the interests of the COMPANY or any Group COMPANY.

9.3.6 If you are declared bankrupt, compound with your creditors or enter into a voluntary agreement with your creditors or otherwise become unable to meet your debts and liabilities as and when they fall due.

9.3.7 If you are convicted of any criminal offence.

9.3.8 If you commit an offence relating to insider dealing or are in breach of the rules of any authority or regulatory organization, which apply to you.

9.4 The termination of your employment will not invalidate or affect any claim, which the COMPANY may have against you, nor will it invalidate or affect any terms or conditions of your employment, which are expressed to have continuing effect after the termination of your

employment, even if the COMPANY has breached any other terms of your employment.

9.5 On communication of the termination / resignation of your employment with the COMPANY, you will immediately give up to the COMPANY before you are relieved all documents of the COMPANY including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, computer disks, materials, equipment and other property of the COMPANY or any of its customers or clients in your possession and shall not make or retain any copies or extracts of parts thereof.

9.6 On termination of your employment you shall resign without compensation for loss of office from such offices held by you in the COMPANY and any of the Group Companies and from any other offices you may hold as nominee or representative of the COMPANY or any Group COMPANY.

10.0 Restrictions following termination:

10.1 **Protection of Interest:** If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the COMPANY, such development will be fully communicated to the COMPANY and will be and remain sole right / property of the COMPANY.

10.2 You acknowledge that during the course of your employment under this Agreement you will be privy to Confidential Information and you will make, maintain and develop personal knowledge of, influence over and valuable personal contacts with clients, staff and third parties. Accordingly, you covenant with the Company that save with the previous express written consent of the Company you will not in the period of twelve calendar months following the date on which your employment terminates under this Agreement ("the Termination Date"), directly or indirectly whether as principal, agent, majority shareholder or investor, director, consultant, employee or otherwise on your own behalf or on behalf of any other person, concern, undertaking, firm or body corporate

10.2.1 Deal with, seek employment or engagement with, be employed or engaged by or engage in business with or be in any way interested in or connected with, whether as principal, agent, majority shareholder or investor, director, consultant, employee or otherwise, any Competitor

10.2.2 Solicit business from any client for the purpose of providing to that client services which are the same as or similar to those you have been involved in providing to that client at any time in the six months preceding the Termination Date.

10.2.3 Deal with, seek employment or engagement with, be employed or engaged by or engage in business with



Regis Services India Private Limited
Commerce @ Mantri, Level 13, #12/1, N S Palya, Bannerghatta Road, Bangalore - 560076
Tel: +91 80 3070 5002 Fax: +91 80 4124 4630, www.regisindia.com
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K. Nimish
DIRECTOR

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

proprietary rights in the Confidential Information and any developments, modifications or improvements made to the Confidential Information by you. Nothing in this Agreement shall be construed as granting or conferring any rights by license or otherwise, expressly, impliedly or otherwise in favour of you over any of the Confidential Information you may have access to.

12. Definitions:

12.1 In this Agreement the following words and expressions shall have the following meanings:

12.1.1 "COMPANY" shall mean the COMPANY or Directors of the COMPANY and, where the context so admits, the person to whom you directly report.

12.1.2 "Competitor" shall mean any person, firm or body corporate which competes with any business of the COMPANY of a kind carried on by the COMPANY or any other Group COMPANY at the Termination Date in which you have been involved on behalf of the COMPANY at any time in the 12 months immediately preceding the Termination Date.

12.1.3 "Confidential Information" shall mean all information not in the public domain concerning the business and/or finances of the COMPANY or any Group COMPANY or any other customers, clients or suppliers of the COMPANY or any Group COMPANY, which you shall have received or obtained at any time by reason of or in connection with your service with the COMPANY or any Group COMPANY including, without limitation: trade secrets; customer/client lists; contact details of clients, customers and suppliers and individuals within those organizations; technical information; know-how; research and development; financial projections; target details and accounts; fee levels; pricing policies; commissions and commission charges; budgets; forecasts; reports; interpretations; records and corporate and business plans; planned products and services; marketing and advertising plans; requirements and materials; marketing surveys and research reports and market share and pricing statistics; and computer software and passwords.

12.1.4 "Group COMPANY" shall mean any COMPANY, which is from time to time a holding COMPANY (as defined by The Companies Act, 1956) of the COMPANY, a subsidiary (as so defined) of the COMPANY or a subsidiary (as so defined) of a holding COMPANY (as so defined) of the COMPANY;

12.1.5 "Group" shall mean the COMPANY and the Group Companies and any of their Branches or affiliates.

13.0 Changes:

13.1 Please note that you are governed by all Rules and Regulations of the COMPANY, which are in force at any given time and the COMPANY reserves the right

to modify any of the terms and conditions of service from time to time, which shall be binding on you.

14.0 General:

14.1 This Agreement is in replacement for all previous contracts of service or other arrangements relating to your employment by the COMPANY or any Group COMPANY.

14.2 In the event of one or more of the provisions of these Terms and Conditions being invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

15.0 Laws of Agreement:

15.1 This Agreement shall be governed by and construed in accordance with Laws of India subject to the exclusive jurisdiction of the courts of Bangalore.

16.0 Arbitration:

16.1 Any dispute between the parties hereto shall be referred to arbitration to be held in accordance with the terms of the Arbitration and Conciliation Act, 1996. The arbitral tribunal shall consist of one (1) arbitrator jointly appointed by the Company and You. The seat of arbitration shall be Bangalore, India.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We wish you all the best in your career.


Yogesh Krishna Murthy
Director-Finance

Declaration

I confirm that I have read and understood the above terms and conditions of employment and am accepting the same. Also, I acknowledge that I have retained a copy of the Terms and Conditions supplied to me, I will be reporting for duty on or before theday of.....2023.

Date:

Signature:
Arundhati Soudagar Pawar



Allegis Services India Private Limited
Commerce @ Mantri, Level 3, #12/1, N S Palya, Bannerghatta Road, Bangalore - 560076
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K. Nimbh
DIRECTOR

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

The Muthoot Group, M G George Muthoot Tower, Alaknanda, New Delhi-110019

Offer Letter

Dear Mr Ashish Lothe

Greetings from **The Muthoot Group!**

Subsequent to the various discussions you had with **HR Team at Muthoot Finance Limited**, we are delighted to confirm the offer of your employment for the position of **"JRE" at Muthoot Finance Ltd.** Please find the below Terms and Conditions of your anticipated employment with us.

The position we are offering you is that of **"JRE - Pune, Sangvi (2697)"**. The band/role offered is at the position/grade is **junior executive, reporting directly to the Branch Head**. The compensation offered (CTC) for the role is **INR 3,52,586/- (Three Lakhs Fifty Two Thousand Five Hundred and Eighty-Six Rupees Only)**.

Cost to Company

Component	Cost to Company	3,52,586
Basic Salary		Per Annum
House Rent Allowance (HRA)		100,800
Fixed Incentive		67,200
SUB TOTAL		36,000
Business Incentive		204,000
SUB TOTAL		108,000
PF Employer Contribution		108,000
ESIC Employer Contribution		13,104
Gratuity		6,636
National Pension Scheme		4,846
Bonus with Exgratia		3,000
SUB TOTAL		13,000
TOTAL		40,586
GROSS MONTHLY SALARY		352,586
PF Employee Contribution		17,000
ESIC Employee Contribution		1,008
		128
Net In-Hand Salary		15,864

*The amount is indicative, and the Management reserves the right to amend the policy at any point in time.



K. Nimbh
DIRECTOR
 D. Y. Patil Institute of Master of Computer
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3rd January, 2022

To,
Mr. Atul Gulabrao Surase
W/O: Gulabrao Surase, Flat no. 03,
Abhishek Appartmentr, Pundalik Nagar
Road, Gajanan Maharaj Mandir,
Nandigaram Colony, Aurangabad,
Aurangabad (MH), Maharashtra- 431001

Appointment as "Associate Business Development Executive"

Dear Atul,

This is with reference to the interview you had with us, for the above mentioned job designation. I am glad to inform you that you are selected for the above position.

You are advised to join our Branch Office in Mumbai on 16th January 2023 at 9:00 AM and will report to the "Zonal Manager".

You would be on the probation of six months from date of joining, after which your performance will be reviewed for a confirmed employment with us. The notice during the probation period will be one month notice from either side and after confirmation i.e. completion of probation period two months from either side.

You are advised to submit the following documents on or before your date of joining office.

1. Copies of your educational certificates.
2. Attested copies of your address proofs (current and permanent).
3. Passport size photographs (in formal attire 5 No.)
4. Copy of your PAN card.
5. Cancelled Cheque.
6. Aadhar card

Permission for Background Check-

Your signing the document authorizes the company to conduct background verification on you. In case, the background Check is found negative, the offer letter would be deemed as cancelled.

Yours truly,

Saurabh Kumar Srivastava
Head HR

Stellar Information Technology Pvt. Ltd.

Accepted by: -

Name-

Date-



K. Nimbh
DIRECTOR

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

Stellar Information Technology Pvt. Ltd.

Salary Package for the F.Y : 2022-23

Employee Code:

Name: Atul Surase DOJ : 16 Jan. 2023

Designation: Associate Business Development Executive Probation: 6 Months

Location: Mumbai Band: II-A

	Component	Employee's Ded.	Employer Cont.	Salary in hand
Fixed Salary p.m.				
Basic Salary	15000			
HRA	6000			
Bouquet of Allowances (Details in Table)	4377			
Gross Salary p.m.	25377			
Statutory Benefits p.m.				
Employer Contribution for P.F		1800	1800	
Employer Contribution for E.S.I		0	0	
Total Gross Salary p.m.	27177	1800	1800	23577
Total Gross Salary p.a.	326124			
Fixed CTC P.A.	326124			
Retention Bonus	80000			
Joining Bonus	80000			
Gratuity (eligibility on completion of 5 years)	8654			
GHI Premium (Premium paid by company)	5222			
Total CTC P.A.	500000			

* Joining bonus will be paid along with the salary of 13th Month upon successful achievement of targets from the date of joining.

* Retention bonus will be paid along with the salary of 25th month upon successful achievement of targets, from the date of joining.

Prepared By:

Verified By:

Approved By:



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

Conditional Letter

Bhavesh Dhande

Date: March 20, 2023

7066655532

Dear ,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. **4,00,000 (annual)** + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check .
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion: Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.



Annexure-I


DIRECTOR

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

We request you to send the below listed documents at dhairya.rogha@stanzaliving.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card
2. Aadhar Card (Front and Back Side)
3. 10th Marksheet & 12th Marksheet
4. Graduation/Post Graduation Marksheets,
5. No Objection Certificate from College/ Institute or Provisional Degree.
6. Bank Details/Cancel Cheque.
7. Signed Conditional Letter.

Note: - Please Submit all the documents converting them into a single PDF

Please accept our conditional offer letter and return a signed copy to us at dhairya.rogha@stanzaliving.com. Please feel free to contact in case of any queries to Dhairya Rogha @ +91 7280040505

Thank you again for your prompt attention to the needs outlined in this offer.
We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.

Rajat Mehta

Vice President- Human Resources

(Signature)

Bhavesh Dhande




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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Internship Details - Johnson Controls - Finance Team

Shweta Kulkarni <shweta.kulkarni@jci.com>

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

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

Tue, Dec 20, 2022 at 5:25 PM

Hello Ma'am,

Below are the students selected for our internship Program of 6 months for FY23 & they will be converted to full time based on the performance.

Revati Jitendra Kulkarni
Omkar Kenjale
Chaitrali Subhash Patil
Neelam kharchane
Aishwarya Sakhare

[Quoted text hidden]

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**DIRECTOR**

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



Sarah Dsouza <placements_mba@dypmca.ac.in>

Internship Details - Johnson Controls - Finance Team

6 messages

Shweta Kulkarni <shweta.kulkarni@jci.com>
To: "placements_mba@dypmca.ac.in" <placements_mba@dypmca.ac.in>

Good Morning Sarah,

As discussed over call, we will have the opportunity for Internship with Johnson Controls Inc, for FY23 batch students. I will provide you the detailed JD shortly.

Please share details of students in below format:

Sr. No.	USN ID (Wate University PRN Number)	FULL NAME	Email ID	MOBILE NO	Date Of Birth	10th %	12th/ Diploma %	BE / B.Tech in (Write Engineering Branch)	BE Aggregate
---------	-------------------------------------	-----------	----------	-----------	---------------	--------	-----------------	---	--------------

Stream : MBA (Finance)

Position : Intern

Internship Period : 6 months (Starting from Jan-23)

Stipend : 18 K/Month

Based on Performance we will convert them on permanent role.

Salary after conversion: 8.5 LPA fixed.

Shweta Kulkarni

Talent Acquisition Specialist

Johnson Controls

Email - Shweta.kulkarni@jci.com

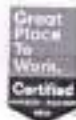
H^Q Floor, JRC Centre, Tech Park One, Neralda

Pune - 411005

WE ARE

GREAT PLACE TO WORK - CERTIFIED™

Building and sustaining high-trust, high-performance culture™



Sarah Dsouza <placements_mba@dypmca.ac.in>
To: Shweta Kulkarni <shweta.kulkarni@jci.com>
Cc: PLACEMENTS DYPGCE <placements@dypgceakurdi.ac.in>

Tue, Nov 29, 2022 at 4:15 PM

Hello Ma'am,

Greetings of the day!

Thank you for the opportunity.

Requesting you to please share the JD so I can begin registrations at the earliest.

Thank you!

Warm Regards,

Asst. Prof. Sarah Dsouza

Training & Placement Officer

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

Mob: 7588269056

Email: placements_mba@dypmca.ac.in

Website: www.DYPMCA.ac.in

Jasvita Kaur

Dear Placement,



K. N. Nimbale
DIRECTOR

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

Ref.: RV/OFFER/2023/1

Date: 18-01-2023

To,
Shubhangi S. Chavan
Shastri Nagar, Kotrud
Pune - 411038

Offer Letter

Dear Shubhangi,

Congratulations!

We are pleased to offer you the position of a **Management Trainee** in Medulla Recruitment Services Pvt. Ltd. - Biojobz. Your date of joining would be on **February' 1, 2023, Monday**. You shall be posted at Pune.

We believe that with your credentials, you will be adding value to the organization. You will be paid a Total Cost to Company Compensation as per the details enclosed.

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

1. Certificate of Qualifications, Date of Birth, and Experience.
2. Three Passport size color photographs.
3. Photo ID proof document.

You are required to send us the duplicate copy of this letter duly signed, as a token of your having accepted the offer by 20th January, 2023 failing which the offer stands cancelled. This is only a provisional offer letter; a detailed Appointment Letter will be issued to you after your joining.

We look forward to have you on board.

Yours sincerely,

Yuvraj Patil
Director
Medulla Recruitment Services Pvt. Ltd



K. Nimba
DIRECTOR

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

Your CTC breakup would be as per the following Annexure-A

Annex – A

Compensation Structure

Name of Employee: Shubhangi S.Chavan

Designation: Management Trainee

Location: Pune

Compensation Details	Amount INR	
	Monthly	Annually
Basic + DA	8400	100800
HRA	8400	100800
Medical Allowance	2800	33600
Conveyance	2800	33600
City Allowance	5600	67200
Total Fixed CTC (A)	28000	336000
Quarterly Incentive based on the performance (20000 X 4) (B)		80000
Total CTC (A+B) C		416000

Note: You will be paid **INR 24000** during the probation period. You will also be eligible for **Quarterly Incentive scheme** of **INR 20000**, **INR 15000** and **INR 12500** based on your Quarterly performance.

1. Probation period of 3 months.
2. Gratuity would be applicable according to statute and payable after 5 years of continuous service
3. Performance Ratings are strictly based on Financial target achievement accordingly incentives will be released.
4. All payments are subject to the provisions of Income Tax Act.
5. Management salaries are confidential and in case you need further clarifications, please contact the Local HR Manager.

Yuvraj Patil
Director
Medulla Recruitment Services Pvt. Ltd.



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



Sarah Dsouza <placements_mba@dypimca.ac.in>

FW: B.A INTERNSHIP- WHIZIBLE

Anindya Kumar <hr@lifeline-sys.com>

Tue, Sep 27, 2022 at 1:04 PM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: richha@whizible.com, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Hello Sarah,

Greetings from **Team WHIZIBLE!!**

We are delighted to inform you that we have selected **Nishant Katare & Namrata Chakre** for "Business Analyst" role.

They will be under three-month's internship and the agreed stipend will be paid on completion of the program. We are expecting them to start from **3rd of October 2022**.

The internship offer letter will be hand over on the day of joining. Please inform them the same.

Office Address: Level 3 Mrugank Building Rajpath Maharashtra, Paud Rd, Shikshaknagar, Ramkrishna Paramhans Nagar, Kothrud, Pune, Maharashtra 411038

Google Map Link - <https://www.google.com/maps/place/18%C2%B030'36.7%22N+73%C2%B048'13.6%22E/@18.5102069,73.8015791,17z/data=!3m1!4m5!3m4!1s0x0:0x34e3209698d2507d!8m2!3d18.5102069!4d73.8037678?hl=en>

Thanks & Regards,

Anindya Kumar Das

Talent Acquisition Specialist

Whizible | Project Enterprise Management

+91 9674317456

<https://goo.gl/maps/cEYftzHYWC62>www.whizible.com e: hr@lifeline-sys.com

20

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

FW: B.A INTERNSHIP- WHIZIBLE

Anindya Kumar <hr@lifeline-sys.com>
To: placements_mba@dypimca.ac.in
Cc: richha@whizible.com

Tue, Sep 20, 2022 at 2:37 PM

Hello Madam,

Greetings from **Team WHIZIBLE!!**

We are a growing Software Product company that has recently got funded.

As discussed with you earlier, we are looking for some smart interns who are available to join from immediately. The stream we are looking at is Business Analyst.

Know us-

Our industry leading SaaS Product helps Professional Services organizations manage their operations holistically. For over a decade now, the Whizible has been helping large and small IT Services, Engineering Services, IT Departments of Banks and other such services organization streamline and automate their project planning, execution and control; process compliance; customer support and stakeholder visibility and collaboration. We are very passionate and is looking forward to adding on gems who are subject matter experts and can play around with skills at different level!

You can visit our site for more information: www.whizible.com**The eligibility criteria is –**

- 60% across (10th , 12th , Graduation)
- Communication and Attitude – excellent and positive. Self-starters and motivated people excited to work in a software product.
- **Package – 4- 4.5lacs** (1 year package) excluding service retention bonus + benefits.

Internship details: –

- Duration of the program is 3 months
- Certification on completion
- Hybrid mode of work
- Stipend INR 10000/- will be given on successful completion of 3 months internship.
- PPO/PPI will be offered to the best performers(deserving candidates)

Revert us with your interest to take the process forward.

Thanks & Regards,

Anindya Kumar Das

Talent Acquisition Specialist



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

Whizible | Project Enterprise Management

Private & Confidential

OFFER LETTER

To,

Dhiraj Santoshrao Wadde

Shri Sai Society, Gurudwara Colony, Akurdi Nigadi Pimpri Chinchwad pune

Chinchwad, Pune

Maharashtra, Pin-411033

Date : 01-03-2024

Dear Dhiraj Santoshrao Wadde,

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 04-03-2024. 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 I), Office 1A, 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 312000 (Rupees Three Lakh Twelve Thousand) 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.

Allianz Services Private Limited,
 Module no:104, 4th Floor, Ganga Building Technopark Campus
 Phase II
 Trivandrum, Kerala, India - 695 581
 CIN: U72200KA2003PLC015907
 Phone +91 (0)471 6813 555
 Fax +91 (0)471 2700067
 www.allianz.com

Registered in India
 U72200KA2003PLC015907



21
 K. Nimrah
 DIRECTOR

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

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OFFER LETTER**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.

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:

- All the facts mentioned in your resume and stated during other discussions with the Company during the interview process being true and correct;
- Verification of the original documents listed in Annexure II. (Please bring the originals of these on your date of joining work); and
- 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.

Allianz Services Private Limited
Module no:104, 4th Floor, Ganga building Technopark Campus
Phase II
Tiruchennai, Kerala, India - 690 581
CIN: U72200KL2002PTC016907
Phone: +91 (0)471 5813 000
Fax: +91 (0)471 2760067
www.allianz.com

Registered in India
U72200KL2002PTC016907




K. Nimrah

DIRECTOR

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

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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.

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 03-03-2024. 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,



Surej Pillai
Group Manager-People Experience



Jison John
Managing Director

Allianz Services Private Limited,
Module no:104, 4th Floor, Ganga Building Technopark, Carpenter
Phase II
Tevaduram, Karadi, India - 415 561.
CIN: U72200MH2003PTC015907
Phone: +91 (0)471 6613 555
Fax: +91 (0)471 2700967
www.allianz.com

Registered in India
(U72200MH2003PTC015907)



DIRECTOR

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

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Annexure - I

Name : Dhiraj Santoshrao Wadde
 Grade : AGS 5
 Designation : Associate-Insurance Operations

Components	Monthly (INR)	Annual (INR)
Base Pay		
Basic	6677	80122
Co's contribution to PF	1800	21600
Gratuity	321	3854
Choice pay		
Food Coupons	2500	30000
LTA	556	6674
Medical Expenses	1250	15000
Transport	1600	19200
HRA	2671	32049
Statutory Bonus*	583	7000
Other allowance	6804	81644
Gross	24762	297143
Variable pay		
Annual Bonus**	1238	14857
Final CTC	26000	312000

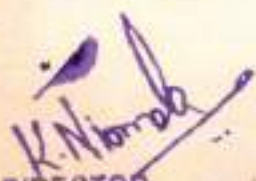
*Statutory Bonus will be paid in April

**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.

Allianz Services Private Limited
 100/101/102/103/104, 4th Floor, Nandgaon Building
 Pune-411 004
 Phone: +91 (020) 2611 1111
 Fax: +91 (020) 2611 1112
 Email: allianz@allianz.co.in
 www.allianz.co.in


 DIRECTOR

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



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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.



K. Nimbh

DIRECTOR

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

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Explanation of Compensation

Components	Description
1. Base Pay	The fundamental salary component to which many other compensation components are linked.
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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.

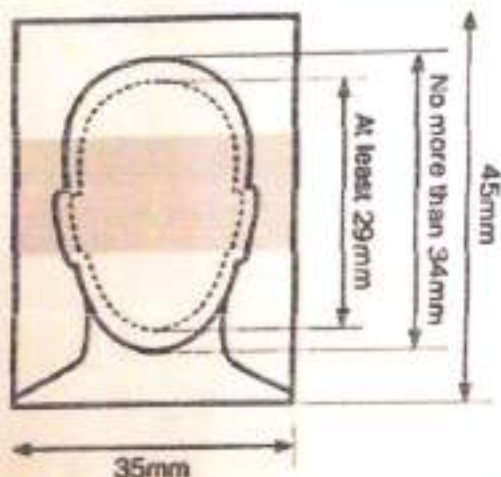


V. Nimbh
DIRECTOR
 D. Y. Patil Institute of Master of Computer
 Applications and Management
 Akurdi, Pune-411 044

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.




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



ADVENT

ADVENT ToolTech Pvt Ltd

29/11 D-II Block, off K58 Square, MIDC Chinchwad, Pune-411019 Maharashtra, India.
E-mail: ed@adventtooltech.com, Mob: +91 9765410057

Date: 19-June-2023.

APPOINTMENT LETTER

To:

Ms. Dipali Pathak

We are glad to appoint you as **Jr. Executive- HR** on full time basis from 10th June 2023. As agreed, your remuneration Rs. 12,000/- per month.

You will be on probation for first **6 Months**. Upon satisfactory completion of the period, the management will consider for the confirmation of your employment and extend a suitable package to you.

In case you wish to leave the job, you will have to give written notice **2 months** in advance to ensure that the transition is smooth and work does not get hampered.

Wish you a very fruitful, enjoying and successful long career with Advent!

For Advent ToolTech Pvt. Ltd.



Director

Registered number: U35204PN2012FTC143522

GSTIN: 27AAKCA5879N1Z5

REDMI NOTE 6 PRO
MI DUAL CAMERA



K. Nimish
DIRECTOR

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

6th January, 2023

Via Email- falgunim1997@gmail.com

Falguni Mayavanshi

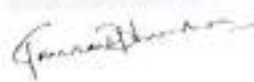
Re: Offer Letter

Dear Falguni,

EQUIP9™ Internet Private Limited is pleased to offer you the position of **Human Resource Admin.** We trust that your knowledge, skills and experience will be among our most valuable assets. We expect that you will use your best energies and abilities on a full-time basis to perform, at any location as designated by EQUIP9™ including but not limited to in-house projects and client sites, all duties assigned to you. You shall also comply with all rules, regulations and procedures of the Company. You shall provide reports concerning your work activities from time to time as requested. Your starting base stipend is mentioned in **Exhibit-C** with all applicable taxes and withholdings. Your employment with EQUIP9™ is "at-will" and EQUIP9™ can terminate the relationship at any time with or without cause. This offer letter along with Exhibit B is the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

We at EQUIP9™ are hopeful that you will accept this job offer and look forward to welcoming you aboard. If you are in agreement with the above outline, please sign below. This offer is effective from 9th January, 2023.

Very truly yours,



Gaurav Bhushan – Founder

I have read the above terms of employment and agree to accept the same without reservation.

<Candidates Signature>




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

Exhibit B

(Offer Letter Dated 6th January, 2023)

Confidentiality: You agree at all times during the term of your employment relationship with EQUIP9™ and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the EQUIP9™ to the extent necessary to perform your obligations to EQUIP9™ under this agreement, or to disclose to any person, firm, corporation or other entity without written authorization of EQUIP9™, any Confidential Information of EQUIP9™ Internet Private Limited, subsidiaries, parent companies, and affiliates (collectively known as "EQUIP9™") which you obtain or create. You further agree not to make copies of such Confidential Information except as authorized by EQUIP9™. You understand that "Confidential Information" means any EQUIP9™' proprietary information, technical data, trade secrets or know-how, including, without limitation, research, product plans, products, services, suppliers, customer lists and past, current and future customers (including without limitation, customers of EQUIP9™ on whom you called or with whom you became acquainted during the employment relationship with EQUIP9™), prices and costs, markets, software (both object code and source code), developments, inventions, notebooks, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing materials and plans, licenses, finances, budgets or other business information disclosed to you by EQUIP9™ either directly or indirectly in writing, orally or by drawings or observation of documents, part of equipment or created by you during the period of employment relationship with EQUIP9™, whether or not during the working hours. You further understand that Confidential Information includes, without limitation, information pertaining to any aspect of EQUIP9™' business, which is either information not known by actual or potential competitors of EQUIP9™ or other third parties not under confidentiality obligations to EQUIP9™, or is otherwise proprietary information of EQUIP9™ or its partners, investors, customers or suppliers, whether of a technical nature or otherwise. You also understand that Confidential Information does not include any of the foregoing items which has become publicly and widely known and made generally available through no wrongful act of yours or of others who were under confidentiality obligations as to the item or items involved. All papers, memoranda, notes, reports, charts, programs, data, or other documents of any kind relating to the business of EQUIP9™, its customers and employees shall be the sole and exclusive property of EQUIP9™ and shall be turned over to EQUIP9™ upon the termination of your employment.

Non-disclosure: You acknowledge that, as a condition of your employment, and in order to fulfill job duties, you will necessarily receive access to trade secrets and confidential information belonging to EQUIP9™. This material includes, but is not limited to, client lists, customer contact information, strategy and marketing memos, intellectual property, and other confidential information. You agree that during your employment, and for a period of three years following the termination of your employment with EQUIP9™, you will not use any trade secrets or confidential information for the benefit of anyone or any entity other than EQUIP9™, that you will not disclose any of the secrets or information to third parties, including other employees who



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

do not have a need to know the information, and you will take care to guard the security of the information at all times. Your obligation to keep such information confidential shall survive the termination or cancellation of your employment agreement, even if occasioned by EQUIP9™'s breach or wrongful termination. You shall not disclose to EQUIP9™ any information or material that is confidential or is a trade secret of any third party. Nor shall you use any third party's trade secret or other confidential information for any purpose that is not specifically authorized in writing by such third party. Non-Competition and Non-Solicitation: During your employment and for 12 months following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit, for your benefit or for the benefit of another, the business of any individual or entity who was a customer or client of EQUIP9™ prior to the termination of your employment with EQUIP9™, nor directly or indirectly solicit any employee of EQUIP9™ or induce such employee to terminate his or her employment with EQUIP9™. You further agree that: (i) EQUIP9™ shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 1, 2 or 3 of this Exhibit B. Paragraphs 1, 2 and 3 of this Exhibit B are intended to be enforced in accordance with their terms but such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law. The provisions of this paragraph shall be construed as an agreement independent of any other provision contained herein and shall be enforceable in both law and equity notwithstanding the existence of any claim or cause of action by you against EQUIP9™ whether predicated on this agreement or otherwise.

Termination: You are employed by the Company on an at-will basis. You promptly will comply with company's instructions concerning relocation to or from a customer site. The Company agrees to provide you with two month of notice of termination (Except no advance notice is required if the termination of your employment is for cause) and you agree to provide the Company with two month of advance notice of termination of employment, except that the Company shall not be required to provide any such notice or make any payments to you in lieu of notice or with respect to notice period if the termination of your employment is for cause or takes place at a time when you are not assigned to any project. You acknowledge that at least two months' notice by you is reasonable and necessary under such circumstances due to substantial effort, time and expense the Company will be required to incur in employing you and in replacing your services.

Reporting and Responsibilities: Your performance will be reviewed annually and you shall provide reports concerning your work activities from time to time as requested. You shall also comply with all rules, regulations and procedures of EQUIP9™. We may request services in addition to or different from the responsibilities outlined in this agreement and in the internal documents of EQUIP9™, and you agree to render such services under the terms of this employment.

Payment & Period: You will be paid on a weekly/ bi-weekly/ monthly basis per the payroll schedule issued at the beginning of each year.



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Security: You agree that you will adhere to security practices as per the security policy of the organization applying to your employment. You are authorized to use email ID provided to you by the organization only for internal communication and/or for communication with clients and/or customers we are dealing with on regular basis. Any disclosure of information to third parties (including other employees of the EQUIP9™ or any other entity within EQUIP9™) constitutes a breach of your employment.

Company property: During the course of employment, you will have access to EQUIP9™ property. The same is to be returned in case of your resignation/termination from EQUIP9™. Failure in returning company property would result in evaluating the cost of the property and subsequent deductions from any monies payable to you by the company.

Laptop Policy: You agree that any laptop used by you in furtherance of your duties described in this document will be subject to inspection and data backups at the immediate written or verbal request of EQUIP9™. Violation of the Laptop Policy will result in immediate termination.

Expenses Policy: You will be reimbursed for all ordinary, reasonable, and necessary expenses, including travel and business expenses, incident to your employment with EQUIP9™ on a monthly basis only if pre-approved by EQUIP9™, upon your presentation of itemized original receipts in the form requested by EQUIP9™.

Engagement in other Business: You acknowledge that EQUIP9™ wishes you to devote your whole time and attention to the service of EQUIP9™ during your employment with it. For this reason, during your employment (and while on paid or unpaid leave), you must not (without the EQUIP9™ prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other business entity or other organization (whether as an employee, officer, director, agent, partner, consultant or otherwise). Without prejudice to this provision, you confirm that you have declared to EQUIP9™ all of your business interests that are similar to or in conflict with the business of EQUIP9™ existing at the date on which your employment commences. If these interests change during the term of your employment, you will promptly notify EQUIP9™.

Intellectual Property: You acknowledge that all materials you create in the course of your employment (regardless of the form they take) will belong to EQUIP9™ so that EQUIP9™ is considered their author or producer. If, for any reason, you are considered the author or producer of these materials, you hereby assign to EQUIP9™ all right, title and interest you may have in them. You agree to assist EQUIP9™, or its designee(s), at EQUIP9™ expense, in every proper and lawful way and manner, to secure and/or to perfect EQUIP9™ rights in any inventions, patents, copyrights, trade secrets, trademarks, mask work rights, or other intellectual property rights thereto, in any and all countries, including the disclosure of all pertinent information and data with respect thereto. You agree to execute any and all applications, specifications, oaths, assignments and any and all other instruments which EQUIP9™ may deem necessary in order to




K. Nimra
DIRECTOR
D.Y. Patil Institute of Master of Computer
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apply for and obtain and/or in order to assign and convey same to EQUIP9™, its successors, assigns, and nominees, the sole and exclusive rights, titles and interests, in and to all inventions, patents, copyrights, trade secrets, trademarks, mask works, or other intellectual property rights relating thereto, resulting from your employment with EQUIP9™.

Indemnification: By accepting these terms of employment you certify that you are free to accept such terms and be employed by EQUIP9™ without limitation and your employment with EQUIP9™ does not violate any obligation or agreement you have with any current or previous employer. You further agree to indemnify and hold EQUIP9™ harmless against any cause of action or claim from any party based upon your acceptance of these terms or your employment with EQUIP9™.

Choice of Law and Venue: Pune substantive law shall govern this agreement and its enforcement. Jurisdiction and venue are proper in any proceeding to enforce rights hereunder filed in any court located in Pune, Maharashtra.




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Exhibit C

Role: HR Admin

The **HR Admin** is responsible for processing employee data, maintaining business standards, helping with the hiring process, and assuring the efficiency of all HR-related operations are.

Responsibilities:

- Leading and supporting recruitment by identifying potential candidates, connecting them with the hiring manager, interviewing them, conducting reference checks, issuing offers, drafting contracts, and onboarding them efficiently.
- Ensure preparation of HR documents, like employment contracts and new hire guides.
- Organize and maintain personnel records (Documentation). Create and distribute guidelines and FAQ documents about company policies.
- Assist in CTC preparation, negotiation and discussion by providing employee information.
- Document policies, processes and procedures and ensure that our start-up comply with local, state and federal laws.
- Manage employee relations, including employee grievances and disciplinarys. Make employees happier and create a strong team that is motivated to remain with EQUIP9.
- Liaise with external partners, like insurance vendors, and ensure legal compliance. Answer employees' queries about HR-related issues.
- Managing HR-related procedures such as employee interactions, performance management, compensation and benefits, succession planning, and learning and development.
- Collaborate with the leadership team to understand and implement the organization's human resource and talent strategy to deliver successful talent acquisition and management, organizational development, and change management.
- Use management skill to Contribute to start-up EQUIP9. Assist EQUIP9 in enhancing investor connect, campus connect, presentation, media connect and social awareness.




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Salary Break-Up Structure:

Fixed Allowance	Type	Monthly.Amt	Yearly.Amt
Basic Salary	Fully Taxable	21000	252000
Hour Rent Allowance	Tax Exempt	10500	126000
LTA Allowance	Tax Exempt	65	780
Other Allowance	Fully Taxable	0	0
Total Gross Salary		31565	378780
PF employer contribution	Employer rate 12%	1800	21600
ESIC employer contribution	Employer rate 3.25%	0	0
Gratuity employer contribution	Gratuity rate 4.81%	1010	12121
Statutory Bonus	Bonus rate 8.33%	0	0
Total CTC		34375	412500
PLI/Bonus/Variable Pay	Performance Pay	0	137500
Total CTC(Including Variable)			550000
PF employee contribution	Employee rate 12%	1800	21600
ESIC employee contribution	Employee rate 0.75%	0	0
Professional Tax		200	2400
Net take Home		29565	354780
Net take Home without PF and Gratuity (including taxes)		34175	410101



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

Office Timing:

- We follow no timing pattern. But we expect all individual to work for 8+1 hours pattern every day. There is a working of 08 hours and 1 hour lunch break. While working on part-time basis you will be required to dedicate minimum 15hrs in a week.
- Your lunch break can be utilized for all your personal work.

Dress Code:

- We don't have any dress code. But we expect all to wear a decent dressing that doesn't create raises any social concerns.



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Conditional Letter

Ganesh Ingole

Date: March 20, 2023

8007318265

Dear Ganesh,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. 4,00,000 (annual) + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check.
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion: Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.




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Annexure-I D. Y. Patil Institute of Master of Computer
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We request you to send the below listed documents at dhairya.rogha@stanzaliving.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card
2. Aadhar Card (Front and Back Side)
3. 10th Marksheet & 12th Marksheet
4. Graduation/Post Graduation Marksheets.
5. No Objection Certificate from College/ Institute or Provisional Degree.
6. Bank Details/Cancel Cheque.
7. Signed Conditional Letter.

Note: - Please Submit all the documents converting them into a single PDF

Please accept our conditional offer letter and return a signed copy to us at dhairya.rogha@stanzaliving.com. Please feel free to contact in case of any queries to Dhairya Rogha @ +91 7288040505

Thank you again for your prompt attention to the needs outlined in this offer.
We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.

Rajat Mehta

Vice President- Human Resources

(Signature)

Ganesh Ingle



DIRECTOR

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

Date: 2nd Aug 2023

To,

Ms. Gayatri Onkar Jagale
A/P Prasad Apartment,
Flat No -1 Deepali Nagar ,Nashik,
Cidco Colony , Maharashtra
Pin No - 422009

Dear Gayatri,

This has reference to your letter and the subsequent interview you had with us. We are pleased to appoint you as a **Management Trainee - HR** on the following terms and conditions for a period of 12 months.

1. Your training shall start on 2nd Aug 2023 and end automatically on 1st Aug 2024.
2. You shall be paid a consolidated stipend of RS. 29,166/- per month and ESIC as per Company rules applicable from time to time
3. On completion of one year, your training is liable to be terminated. No separate letter of termination would be issued on completion of the training period and you would be relieved automatically. The management will review your performance during the training period and is free to terminate the training if in its opinion, the performance is not satisfactory. No notice period is applicable during the duration of training.
4. You will be required to attend training as and when required at timings in any shift at present in existence or which may be started subsequently which may be nominated by us consistent with the requirement of the organization. It should not be presumed that the scope of your training is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties during training whatsoever consistent with the work requirements and the nature of your employment.
5. During the tenure of your training with the company, you will be liable to be transferred to any Department, Section, Establishment of the company or at any other place where the work of the company is carried out. You shall also be liable to be transferred to such establishments which may be newly established after your joining the company. You will be covered by the rules and regulations and the terms and conditions applicable at the place where you shall be posted/transferred/deputed.

Faurecia Emissions Control Technologies India Private Limited

Site Address : Embassy Industrial Park, Block B, Flat No. A-79, Chakan Industrial Area, Chakan, Dist-Pune-410 501, Maharashtra

Registered Office Address: Korumbur Center, 1st Floor, No. 634, Anna Salai, Chennai-600 033, India

Corporate Identification Number U29130TN1997FTC037962

Website : www.faurecia.com



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Akurdi, Pune-411 044

15. You shall also not publish any written articles or deliver any talk or give any interview on any subject related to the company.
16. You shall be responsible for safe keeping and return in good condition and order, the company's property which may be in your use/custody/care or charge. The company reserves the right to deduct money value of all such items from your emoluments and/or take such action as it deems proper in the event of your failure to account for them to the satisfaction of the company.

For Faurecia Emission Controls Technologies India Pvt Ltd

Sonali D. Bhosale

Sonali BHOSALE
FCM India Regional - HR Manager

I have received a copy of this appointment order. I have fully understood the contents therein. I am signing this appointment order as a token of my having accepted all the terms of conditions mentioned therein and do hereby declare that all the terms and conditions stated therein shall be fully binding on me.

Name _____



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Applications and Management
Akurdi, Pune-411 044

Faurecia Emissions Control Technologies India Private Limited

Site Address : Embassy Industrial Park, Block B, Plot No. A79, Phase II, MIDC,
Chakan Industrial Area, Tal-Khed, Dist-Pune 410 501, Maharashtra, India.

Registered Office Address: Korumuthu Center, 1st Floor, No. 634, Anna Salai, Chennai-600035-India.

Corporate Identification Number: U29130TN1997FTC037962

Website : www.faurecia.com

02nd May 2023

Himanshu Patil,
At Post Parivardha, Tal-Shahada,
Dist.- Nandurbar-425409

Sub: Internship Offer Letter

Dear Himanshu,

With reference to your application for internship/Training Opportunities with Rexel India Pvt Ltd., we are pleased to offer you the position of **Finance Executive** at our **Pune Office** at on the Terms & conditions outlined below. Your internship period will commence from **10th May 2023** for a fixed term of six months, which unless extended through a written communication will automatically close on the working hours of 10th Oct 2023

- Your base location will be Pune; however, you may have to travel for any business need as suggested by your project guides. You shall make your own arrangements for accommodation at your base location.
- In case your Project involves any tour outside Pune, the company will make arrangements for your travel and such visits or reimburse you the expenses incurred in this regard. For all such tours, prior approval of relevant authority will be required. Eligibility shall be defined as per the Internship policy.
- During your internship period you will be paid a stipend of INR. 15000/- per month (Rupees Fifteen Thousand Only per month).
- You will be assigned projects in the **Finance** department.
- While in Internship period with the company, you shall not engage directly or indirectly in any trade or business or undertake any other employment with or without commercial gain. Breach of this condition shall lead to immediate termination of your internship by the company without any notice or compensation.
- You shall not have any right to use, in any manner whatsoever, any IPR, in part or in full (i.e., copyright / trade name / label mark / trademark etc.) belonging to the Company whether registered or not. At the time of termination of Internship offer, you shall return all materials as well as information in respect of Intellectual property rights of the Company and shall not use it further for other company or for your personal purpose.
- You will deliver all such data and information to the company upon the company's request and, in any event, upon termination of internship offer, and will be fully responsible for the care and protection thereof until such delivery.



K. Nimbh
DIRECTOR

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a world of energy

- All information data and knowledge regardless of form, generated in the performance of or delivered during employment, as well as any information provided to you by the company, shall be and remain the sole property of the company. You shall not divulge the same in any manner whatsoever or use it for your benefit or for the benefit of any other person.
- Any technical process or item developed or discovered either by you or jointly with others, while going through internship at the company, shall be and remain the sole property of the company. You shall sign all consents that may be required in that connection.
- You shall indemnify and keep the company indemnified and harmless against all claims by any third party for loss, damage, expenses, or infringement of the third party's intellectual Property Right, arising as a result of the usage of any design or application, including software programs and applications.
- You shall not use the company resources for other commercial activities or for personal gain.
- The company prides itself as a Company with highest order of ethical conduct in dealing with customers, dealers, vendors, suppliers, subcontractor, staff, or the like by whatever name called.
- As a part of your association with the company it's important that you fully understand this philosophy and the policies governing it.
- You are requested to sign the NDA and other set of mandatory documents at the time of joining.
- The company values employees as an individual and an asset of the company and will not tolerate any objectionable behavior including however not limiting to verbal abuse, sexual harassment, gender discrimination, misuse of company property, theft, cheating or any such act of any individual or body individuals.

Note: Your Confirmation we be strictly based on your Performance feedback from your respective manager on your completion of 6 months in an organization, once we receive the inputs on your performance to confirm then only you will be taken in a role of NFTE with company with **CTC of (3 LPA)**.

Richha Kumar
HR Head – Rexel India

Acceptance

I have read the above terms and conditions and accept the same.

Name:

Signature:

Date:



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



Humanity Ahead

BVG INDIA LTD.

A BHARAT VIKAS GROUP COMPANY

CIN : U74999PN2002PLC016834

REGISTERED OFFICE:

Midas Tower, 4th Floor, Rajiv Gandhi Infotech Park,
Phase 1, Hinjawadi, Pune, Maharashtra 411057,
Tel. : +91 20 3509 0000
info@bvgindia.com | www.bvgindia.com

Date: 03-Oct-2023

Isha Ghate

Pune

Dear, Isha Ghate:

We are pleased to offer you for the position of "Executive - HR " in BVG India Ltd. A detailed appointment letter will be issued to you after joining with us. You are requested to join with us on 03-Oct-2023.

Please acknowledge the duplicate copy of this letter, as a token of your acceptance.

Kindly bring all the documents a mentioned in enclosure to this letter at the time of your joining.

Thanking you.

Yours faithfully,

For BVG India Limited,

H R Gaikwad

Chairman & Managing Director


DIRECTOR

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

REGISTERED OFFICE: BVG House, Premier Plaza, Pune-Mumbai Road, Chinchwad, Pune - 411 019. INDIA
Tel. : +91 - 20 - 27464220 / 21 Fax : +91 - 20 - 27462273 E-mail: info@bvgindia.com Website: www.bvgindia.com

India's Largest Integrated Services Company

BRANCHES: BANGALORE | CHENNAI | HYDERABAD | MUMBAI | AHMEDABAD | BHOPAL | JAMSHEDPUR | JAIPUR | HARIDWAR | PATNA



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Midas Tower, 4th Floor, Rajiv Gandhi Infotech Park,

Phase 1, Hinjawadi, Pune, Maharashtra 411057,

Tel. : +91 20 3509 0000

info@bvgindia.com | www.bvgindia.com

Date: 03-Oct-2023

Name : Isha Ghate

Designation : Executive - HR

Component	Yearly value	Monthly value
Basic	1,07,025	8,918
Washing Allowance	37,500	3,125
Gratuity Employer	5,148	429
Employer PF	12,843	1,070
Employer ESI	6,035	502
HouseRentAllowance	81,449	6,787
Cost to Company	2,50,000	20,833
Total CTC	2,50,000	20,833

Note :

1. Group Mediclaim Policy for Rs. 1,00,000/- includes Employee, Spouse & First two child will be applicable after completion of three months from joining.

2. Group Personal Accident Policy for Rs. 5,00,000/- for employee

3. All taxes & Employees PF contribution on your income shall be payable by you.

For BVG India Limited,

H R Gaikwad

Chairman & Managing Director



DIRECTOR

D. Y. Patil Institute of Master of Computer
Applications and Management
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Tel. : +91 20 3509 0000
info@bvgindia.com | www.bvgindia.com

DOCUMENTS TO BRING AT THE TIME OF JOINING

1. All Educational Certificates – Original & Photocopy
2. All Experience Certificates- Original & Photocopy
3. Date of Birth Proof
4. Last Salary slip- In case of Experience Person
5. Three nos. Passport Size colored Photograph
6. Blood Group Proof.



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REGISTERED OFFICE: BVG House, Premier Plaza, Pune-Mumbai Road, Chinchwad, Pune - 411 019, INDIA
Tel. : +91 - 20 - 27464220 / 21 Fax : +91 - 20 - 27462273 E-mail: info@bvgindia.com Website: www.bvgindia.com

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7/12/24, 2:38 PM

Dr. D. Y. Patil College Mail - HR CVs_ DY Patil

On Mon, Jan 16, 2023 at 3:19 PM Sanket Jagtap <sanketj@lentra.ai> wrote:
Hi Sarah,

We will have final round of virtual interview with Ketaki D & Pratika S tomorrow between 10 to 10:30am with Bhuvaneswar Naik - CHRO.

I will send meeting invites. This will be on Google Meet (virtual).

Please inform both of them.

Thanks & Regards,

Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn

On Wed, Jan 11, 2023 at 7:42 PM Sarah Dsouza <placements_mba@dypimca.ac.in> wrote:
Hello Sanket Sir,

Greetings of the day!

Thank you so much for the update. I have informed the students about the same.

Have a great evening ahead!

Warm Regards,

Asst. Prof. Sarah Dsouza

Training & Placement Officer - MBA

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

On Wed, Jan 11, 2023 at 6:15 PM Sanket Jagtap <sanketj@lentra.ai> wrote:
Hi Sarah,

PFB shortlisted students for face to face interviews. Can you please coordinate for a face to face interview tomorrow at 12pm.

Ketaki Narsinha Deshpande

Pratika Prashant Sail

Company Address:

LENTRA AI PRIVATE LIMITED

Kalpataru Infinitia,

7th Floor, Old Mumbai-Pune Road,

Wakadewadi, Bhamburda, Pune - 411005

Thanks & Regards,

Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn



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Applications and Management
Akurdi, Pune-411 044

On Wed, Jan 11, 2023 at 1:27 PM Sarah Dsouza <placements_mba@dypimca.ac.in> wrote:
Hello Sanket Sir,

Greetings of the day!

Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn

On Wed, Jan 4, 2023 at 4:21 PM Sarah Dsouza <placements_mba@dypimca.ac.in> wrote:

Hello Sanket,

Greetings of the day!

As discussed, requesting the expected PPO CTC for MBA HR students so I can begin the registration process.

Thank you!

Warm Regards,

Asst. Prof. Sarah Dsouza

Training & Placement Officer - MBA

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

Mob: 7586289056

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

On Tue, Jan 3, 2023 at 1:25 PM Jasmita Kaur, Dean Placement - DYPEC, Ak
<placements@dypcoeakurdi.ac.in> wrote:

Dear Sanket,

Greetings of the day!

Thanks for the opportunity provided to our students. Ms. Sandhya Ingale will share the data of MBA & BBA students of our campus for the shared profile.

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>

On Tue, Jan 3, 2023 at 1:14 PM Sanket Jagtap <sanketj@lentra.ai> wrote:
Hi Jasmita,

As per your discussion with Ashish Potdar, we have an opportunity in the HR Ops Team at Lentra.

No of position - 2

Location- Pune (work from office)

First 4 months as Intern - 15K Stipend
PPO - Based on 4 months' performance

DIRECTOR

Akurdi, Pune-411 044



JD:

- Onboarding - Pre & Post Formalities
- Employee Query Resolution Desk
- HR Letters
- MIS & Reports
- Support in other HR Ops activities


Please share relevant profiles.


Thanks & Regards,


Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn

4 attachments

 **Neha Otekar_HR.pdf**
89K

 **Shraddha V Tayade.pdf**
704K

 **Shradha_HRM.pdf**
33K

 **Gayatri Jagle.pdf**
37K

Sanket Jagtap <sanketj@lentra.ai>

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: Ashish Potdar <aashiesh@lentra.ai>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Fri, Feb 24, 2023 at 12:05 PM

Hi Sarah,

Please schedule their face to face interview in the office for Monday in the second half from 2 to 4pm.

Thanks & Regards,

Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn

[Quoted text hidden]

Sarah Dsouza <placements_mba@dypimca.ac.in>

To: Sanket Jagtap <sanketj@lentra.ai>

Cc: Ashish Potdar <aashiesh@lentra.ai>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Fri, Feb 24, 2023 at 12:46 PM

Thank you for the update Sir. I have informed the students.

Warm Regards,

Asst. Prof. Sarah Dsouza

Training & Placement Officer - MBA

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




DIRECTOR

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

Dear Ketaki,

On behalf of Lentra AI (the Company), I am pleased to extend to you this offer of employment as an Intern. If you accept this offer, you will begin your Internship with the Company on January 23rd 2023.

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

Furthermore, you will receive a monthly stipend of Rs. **15,000** less applicable taxes if any.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay or paid holidays. Your internship is expected to end, June 23rd, 2023. However, the Company reserves the right to terminate your internship at any time, with or without cause and with or without notice. In case you decide to terminate the internship, the same may be done by providing 30 day notice or an approval from your reporting manager to reduce the notice period.

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

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

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

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




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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter Of Intent - State Street HCL

1 message

komal Jangam <komaljangam31@gmail.com>
To: placements_mba@dypimca.ac.in

Mon, Jan 8, 2024 at 2:59 PM

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

From: **Kartikeya Satishchandra Pansare** <kartikeyasati.pansa@hcl.com>
Date: Thu, Dec 29, 2022, 12:58 PM
Subject: Letter Of Intent - State Street HCL
To: komaljangam31@gmail.com <komaljangam31@gmail.com>

LETTER of INTENT**Date – 29 December 2022**

Pune

Dear **Komal Trimbak Jangam**,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact <kartikeyasati.pansa@hcl.com>

Regards,

HCL – Talent Acquisition Team



R. N. Nimbh
DIRECTOR

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

Akurdi, Pune-411 044

::DISCLAIMER::



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 <kartikeyasatl.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)				
Component	Year 1 (Analyst)		Year 2 (Senior Analyst)	
	Annual	Monthly	Annual	Monthly
Salary (Cost to Company)	2,40,000	20,000	Upto 3,00,000	25,000
Incentive*	12,000	1,000	18,000	1,500



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

Shift Allowance^	72,000	6000	72000	6000
Total	3,24,000	27,000	3,00,000	27,000

- Based on employees performance rating

* - Potential pay. Subject to meeting performance criteria

^ - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikaya Pansare

SR.Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K. Nimra

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 opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

2 attachments



Ref no: - 1/2023-24 (88)

March 1st 2023

To,

- 1) Mr Aniket Bundile,
Saroj Palace, vasudev nagar,
gawali pura, Akot, Dist, Akola - 441101
Mob :8055058581
- 2) Mr Manoj Deokar,
5-6-1212,street no.9, kamgar colony,
chikalihana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
At.Po. Naigaon Dattapur,
TQ.Mehkar Dist.Buldhana
Mob: 9657830086
- 4) Mr Mukul Khandve
RM-98/5 Shri Krushna Housing Society group
wadagaon kolhati Aurangabad-431136
Mob: 9011777855
- 5) **Mr Krushna Shelar**
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rasbihari link, Nashik -422003
Mob: 9552252974
- 6) Mr Prasad Borkar
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri-Chinchwad 411044
Mob: 7066361047
- 7) Mr Shashi Ranjan
Village - Kannaudi, PO+PS- Gurua,
Dist-Gaya, Bihar Pin-824205
Mob: 9931143370



K. N. Nimde
DIRECTOR

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



PROPERTY CLOUD
REALTY SPECIFIER PVT. LTD.

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with **PROPERTY CLOUD REALTY SPECIFIER PVT LTD.**
Designate as **Management Trainee /Sr. Sales Executive** effective **23rd March 2023** in
Mumbai/Bangalore/Pune/Delhi, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs.7,10,000/-** consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th of every month.
3. Travelling Expense will be reimbursed for 2-Wheeler at actuals for official work only @Rs.6/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1-day flexible off in a week
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



K. Nimbh
DIRECTOR

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

12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients, if found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



A handwritten signature in purple ink, appearing to read "K. Nimra", with a stylized flourish above it.

DIRECTOR

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

Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
Sales Incentive (Performance Based)	25,000	3,00,000
Project Incentives (Performance Based)	2,833	34,000
Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specifier Pvt Ltd

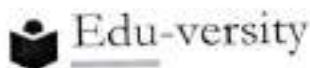
Offer as Above Acceptance.

Sign & Date: _____



K. Nimale
DIRECTOR

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



Offer letter - Valid till 28th September,
2022

21st September, 2022

Dear Kushal Haige,

On behalf of AMG Technologies LLP, a parent company of Edu-versity; I am pleased to offer you the position of **Business Development Associate**. We believe your skills, aptitude, and interests are consistent with the opportunities for growth in the organization.

Our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you will play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful experience at AMG Technologies LLP.

The date of your joining us is 07/11/2022 at the following terms of engagement as outlined below.

Also, you are requested to submit the following documents prior to the date of your joining:

1. 2 passport size photographs
2. Copies of educational/professional certificates till date.
3. Copy of Bank account details/passbook
4. Copy of Aadhar Card and PAN

We welcome you to the **AMG Technologies LLP** family and look forward to a mutually beneficial association.

Working Hours -The working hours of the firm are 11:30 AM to 9:30 PM, six days a week with a lunch break from 2 PM to 4 PM. We do not follow Flexi hours, so it is mandatory to complete the working hours. The week offs will be provided on any working day between Monday to Friday, as per the discussion with your reporting manager once your training of 10 days has been completed.

Absence from work - Stipend will not be paid for periods of unauthorized absence.

Location - **Work From Home** during the probation period of 6 months.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Your appointment is contingent to no adverse findings against reference and background checks including education, employment history and other checks as applicable. Your employment is also contingent upon your ability to work without restrictions (i.e. you do not have any non-competence clauses or any restrictive clauses with any previous employer).

If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your employment without notice.

Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills specific background and professional merit. This information and any changes made therein should be treated as confidential.

Mahaveer Season, HSR Sector 2, Bangalore
+91 990435566 | hel@edu-versity.in
CIN: ABA-3863 | GSTIN: 29ABXFA38180222



31
K. Nimra
DIRECTOR

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

Confidentiality - In the ordinary course of your probation/employment you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Employment - You will be on a probation period for 6 months and the organization has the right to terminate/relieve the employment during this period based on your performance.

After 6 months issued the formal **Letter of Appointment** after 6 months of your joining that will be completely dependent on your performance during the period of your probation. In case of failure to join your duties by the end of probation, the management reserves the right to cancel this offer.

Compensation - Your Cost to the Company (CTC) after completion of your probation period is as mentioned in Annex A.

Your compensation during the probation period shall be INR 12,000 per month as fixed. You shall also be eligible for an incentive up to INR 6,000 (Based on performance). The components, fixed or variable, completely depends on the evaluation done by the higher management.

Additional Earning Opportunities - You would be subjected to a hike in compensation based on your performance.

Restriction After Termination of the probation/employment - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the probation/employment. To protect the interests of the Company you are bound by a 3-month non-solicitation clause wherein you will not entice or solicit or assist another intern/employee of the Firm.

Intellectual Property - You agree that during your probation/employment the work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.

Data Protection - Ensuring the protection of our data is a requirement of the job. You shall ensure that -

- You do not disclose any personal data without prior written approval,
- You do not access information that you are not authorized to view,
- You do not access systems and IT infrastructure that you are not authorized to use,
- You do not treat personal data carelessly,
- You secure all printouts away when not in use,
- You do not share your passwords with any unauthorized person.

Resignation - During the period of probation/employment, you are required to give the company at least 1 month's notice in writing. In case, the notice period as per the terms of the probation/employment is not served, pay in lieu of the notice period would be deducted from the final settlement dues to the employee.

Termination - Post confirmation, except where your employment is terminated on the grounds of Gross Misconduct, you are entitled to 1 month notice period from the company or pay in lieu of the notice period.

Training - Whenever the management of the Company considers it necessary, you will be provided on the job training for specific job/business processes. The cost of the training shall be borne by the Company and you shall endeavor to put in your best to gain the knowledge and skills imparted during the training sessions. You will be required to work with the company for a minimum of 3 months post the initial training of 10 days is completed. We shall be deducting INR 2,000 for the first 3 months from your remuneration as a security deposit from the date of your joining. If you decide to leave the company before 3 months, you will not be

Mahaveer Solanki, HSR Sector 2, Bangalore - 560099
+91 8004426068 / hr@redawarsa.com

CIN: ABA3883 GSTIN: 29ABX123456789 PAN: ABX1234



K. Nimrah
DIRECTOR

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

entitled to this security deposit. However, after successful completion of 3 months post-training, the company will reimburse this deposit of INR 6,000 in your salary of the 4th month.

Acceptance - You hereby accept the terms of employment. Please sign the offer letter in duplicate and return us one copy



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP



DIRECTOR

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

Employee Name:

Sign:

ANNEXURE A

Designation: Business Development Associate
Location: Bangalore

*Kindly note, for the 6 months of probation period, the role is completely remote i.e. WFH. Once the candidate gets the full-time employment appointment letter, he/she will have to join us in the office i.e. located in Bangalore.

COMPENSATION:

The total CTC opportunity offered by the company for full time employment as a Business Development Associate is ₹ 6,00,000/-. Please find the break-up details below.

Cash Components (A)	
	Annual (INR)
Basic Salary	₹ 2,40,000.00
House Rent Allowance	₹ 84,000.00
Conveyance Allowance	₹ 18,000.00
Medical Allowance	₹ 9,000.00
Telephone Allowance	₹ 9,000.00
Fixed Cash	₹ 3,60,000.00
Variable Pay Component (B)	
Employee Performance Pay	₹ 2,40,000.00
Total CTC Opportunity (A+B)	₹ 6,00,000.00

*Based on your performance, the monthly salary amount may vary.

**The company reserves the right at its discretion to adjust the program terms or cancel terms or otherwise modify the program at any time.



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP




DIRECTOR

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

Sign:



Appointment Letter

Mr. Mahesh Satish Shingate

16th -Sep-22

Dear Mahesh,

With reference to your application and the subsequent interviews you had with us, we are pleased to confirm your appointment as **International Business Development Executive** at Job **Executive** with effect from **16th Sep. 2022** subject to the following terms, conditions, and the general rules of our Company:

1. Please refer to the attached annexure for details of your remuneration.
2. You will be placed on probation for a period of three months. This period will be extended if it is felt necessary to do so by another three months. During the probationary period, the Company shall be at liberty to terminate your employment without assigning any reason on giving fifteen days' notice or without any notice on payment of fifteen day's salary in lieu of notice. On the expiry of the probationary period, and subject to your services being found up to Company's expectations, you shall be confirmed as a permanent employee. If you left or resign the company before one month no salary will be paid and adjusted complete amount in administration charges. In the absence of any letter confirming you, you shall be deemed to be confirmed on the expiry of the probationary period as aforesaid.
3. You will be eligible for coverage under the Company's Provident Fund & Gratuity Scheme as per Company's rules in force from time to time.
4. You shall be required to work initially at our **Senwell Solution at Pune**. The Company shall be entitled to direct or depute you to work in any other Department or Branch of the Company wherever situated in India or abroad, whether existing on the date hereof or which may exist in future, and you shall comply with such direction. The Company will also be entitled to transfer your services to any subsidiary or affiliate of the Company whether existing or which may exist in future and which Company is generally regarded as part of the **Senwell Solution**.
5. You shall accept such management decisions pertaining to **Clause 4**. Failure to adhere or refusal to comply with any order or instruction by the management as per **Clause 4** shall be treated as a breach of employment contract.

After your confirmation in permanent service, the Company shall be entitled to terminate your employment at any time without assigning any reason either on giving one month's notice or without any notice on payment of one month's salary in lieu of notice.

Gera's Imperium Alpha, 7th Floor, Office No. 714, 715 & 716 Near EON IT Park, Kharadi, Pune-411014
Phone No. +91 9307450061, +91 8080413573, E-Mail: hr@senwellsys.com, info@senwellsys.com



V. Nimrod
DIRECTOR

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



7. You shall, in the event of your resignation give the Company three months' notice of your intention to resign. The Company, however, reserves their right to accept your resignation with immediate effect or at any time during the notice period. In the event of any breach of this term, you shall have to compensate the company for the damages incurred.
8. You hereby agree that, while you are employed by Company and for one (1) year following the termination of your employment with Company, will not directly or indirectly solicit, attempt to solicit, or interfere with any customer or supplier of Company in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier.
9. You hereby represent and warrant to Company that you are not party to any written or oral agreement with any third party that would be conflicting to this Appointment or Confidentiality and Proprietary Information to perform your obligations hereunder and that you will not, by joining the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation, or other covenant in favor of any third party.
10. You are not permitted to divulge the contents of this Contract to any other third party.
11. You are to devote your entire working ability to **Senwell Solution** and to exercise full discretion towards any third party in all matters concerning the Company, its business and policies, its Management, and employees. It is understood that the rights to any EDP system/ Programs and all data and Information belong fully to the Company.
12. You should not divulge or utilize, except in the furtherance of the organization's business, any confidential information that comes to your knowledge in the course of your employment with the organization or its associates. The responsibility for keeping such information confidential applies not only to the period of employment but also thereafter.

As a condition of employment, you are requested to consider work done and information received during the course of employment as confidential. Violation of the IT security policy, Email and Internet policy will call for strict disciplinary action.

13. The retirement age is 60 years



K. Nimish

DIRECTOR

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



14. The Company Rules and Regulations will form part of your Contract of Employment, and your employment is conditional upon and subject to your acceptance of these as currently in force and as may be amended from time to time.
15. Strict action will also be taken which may include immediate termination without any compensation or notice pay following:
- Employees implicated in Criminal cases, found to have committed an offence involving questionable integrity, moral turpitude
 - any act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, incurring excessive debts, commission of any act prejudicial to, or in conflict with the interests of the company
 - Employees indulging in Substance abuse
 - Employees indulging in Sexual harassment
 - If any information furnished or declaration given by you regarding your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
16. The Company will require you to undergo a background check, which will be conducted by the Company or by any third party retained by the Company to perform the investigation. Your employment with the Company depends on successful clearance of the background check process. Upon your failure to successfully clear the background check process, the Company shall have the right to terminate your services without prior notice or any compensation in lieu of such notice and without being liable to pay any compensation for such termination. The decision of the Company in this regard shall be final and binding on you



K. Nimra
DIRECTOR

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





SENWELL SOLUTIONS

Empowered By Innovation...

You are kindly requested to confirm your Agreement to the above terms and conditions, including the Company's rules and regulations, by signing and returning the duplicate of this Letter.

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours Faithfully



For Senwell Solutions

Mr. Khirod Choudhary

Human Resources Head

I confirm that I have read and understood the terms and conditions of the appointment letter. I agree and accept the above terms and conditions and the Company's rules and regulations.

Agree _____

Date _____

Mr. Mahesh Satish Shingate



K. Nimrah

DIRECTOR

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



SENWELL SOLUTIONS

Empowered By Innovation

Annexure

Name	:	Mr. Mahesh Satish Shingate
Designation	:	International Business Development Executive
Level	:	Executive
Date of Joining	:	26th Sep 2022

salary structure:



International Business Development

Three Months Salary	Fixed	Variable	3 Months Salary	Convert lead in to business	Monthly Salary	Increment %	Annual Package - Fixed for one year
12500	6500	6000	150000	5+	₹ 31,250.00	150%	₹ 3,75,000.00
				3+	₹ 25,000.00	100%	₹ 3,00,000.00
				2+	₹ 22,500.00	80%	₹ 2,70,000.00



K. Nimra

DIRECTOR

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

Ref no:- 1/2023-24 (88)

March 1st 2023

To,

- 1) Mr Aniket Bundile,
Saroj Palace, vasudev nagar,
gawali pura, Akot, Dist, Akola - 431001
Mob: 8955058581
- ✓ 2) Mr Manoj Deokar,
5-6-1212, street no.9, kamgar colony,
chikalthana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
AL.Po. Naigaon Dattapur,
TQ.Mehkar Dist.Buldhana
Mob: 9657830086
- 4) Mr Mukul Khandve
RM-98/5 Shri Krushna Housing Society group
wadagaon kolhati Aurangabad-431136
Mob: 9041777855
- 5) Mr Krushna Shelar
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rashihari link, Nashik -422003
Mob: 9552252974
- 6) Mr Prasad Borkar
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri-Chinchwad 411044
Mob: 7066361047
- 7) Mr Shashi Ranjan
Village - Kanaudi, PO-PS- Gurua,
Dist-Gaya, Bihar Pin-824205
Mob: 9931143370




DIRECTOR

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



PROPERTY CLOUD

Real Estate Company Ltd.

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with **PROPERTY CLOUD REALTY SPECIFIER PVT LTD**, Designate as **Management Trainee /Sr. Sales Executive** effective **23rd March 2023** in **Mumbai/Bangalore/Pune/Delhi**, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs.7,10,000/-** consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th of every month.
3. Travelling Expense will be reimbursed for 2 Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1-day flexible off in a week.
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 1 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a **Certificate/relieving letter, salary and incentives/performance incentives**. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



K. Nimrah
DIRECTOR

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

Akurdi, Pune-411 044

12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TD5 (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the subordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.




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

Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
Sales Incentive (Performance Based)	25,000	3,00,000
Project Incentives (Performance Based)	2,833	34,000
Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specifier Pvt Ltd

Offer as Above Acceptance

Sign & Date:



K. Nimble
DIRECTOR

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

Ref: 901-1/2023-24 (88)

March 1st 2023

To

- 1) Mr Aniket Bundale,
Saroj Palace, vasudev nagar,
gewali pura, Akot, Dist. Akola - 444101
Mob: 9950958581
- 2) Mr Manoj Deokar,
5-6-4212, street no.9, kamgar colony,
chikalthana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
At. Po, Naigaon Dattapur,
TQ. Mehkar Dist. Buldhana
Mob: 9657830086
- 4) **Mr. Mukul Khandye**
RM-98/5 Shri Krushna Housing Society group
wadgaon kolhati Aurangabad-431136
Mob: 9011777855
- 5) Mr Krushna Shelar
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rashihari link, Nashik -422003
Mob: 9552252974
- 6) Mr Prasad Borkar
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri Chinchwad 411044
Mob: 7066361047
- 7) Mr Shashi Ranjan
Village - Kanaudi, PO+PS- Gurga,
Dist-Gurga, Bihar Pin-824205
Mob: 9931143376




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



PROPERTY CLOUD
REALTY SPECIFIER PVT LTD.

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with PROPERTY CLOUD REALTY SPECIFIER PVT LTD. Designation: Management Trainee /Sr. Sales Executive effective 23rd March 2023 in Mumbai/Bangalore/Pune/Delhi, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs. 7,10,000/-** consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th of every month.
3. Travelling Expense will be reimbursed for 2 Wheeler at actuals for official work only @Rs 4/- km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. You are working with 1 day flexible off in a week.
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a Certificate/relieving letter, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



K. Nimish
DIRECTOR

D. Y. Patil Institute of Master of Computer

Applications and Management

Akurdi, Pune - 411 044

Regd. Off.:



Plot No. 11, Wing. Twin Arcade Commercial Complex, Midway Road, Marol, Andheri (E) Mumbai - 400 059.

Maha RERA Registration No: AS1908021978

12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own RERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



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

DIRECTOR

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

Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
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Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specier Pvt Ltd

Offer as Above Acceptance

Sign & Date:



K. Nimrah

DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter Of Intent - State Street HCL

1 message

Narendra Patil <patil.narendra3701@gmail.com>

Fri, Dec 1, 2023 at 3:59 PM

To: "placements_mba@dypimca.ac.in" <placements_mba@dypimca.ac.in>

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

From: **Kartikeya Satishchandra Pansare** <kartikeyasati.pansa@hcl.com>

Date: Fri, 30 Dec, 2022, 11:11

Subject: Letter Of Intent - State Street HCL

To: patil.narendra3701@gmail.com <patil.narendra3701@gmail.com>

LETTER of INTENT**Date – 29 December 2022**

Pune

Dear **Narendra Sanjay Patil**,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com

Regards,

HCL – Talent Acquisition Team



-DISCLAIMER:-



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)				
Component	Year 1 (Analyst)		Year 2 (Senior Analyst)	
	Annual	Monthly	Annual	Monthly
Salary (Cost to Company)	2,40,000	20000	Upto 3,00,000	25000
Incentive*	12,000	1000	18000	1500

DIRECTOR

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

Shift Allowance [^]	72,000	6000	72000	6000
Total	3,24,000	27,000	3,90,000	72,000

- Based on employees performance rating

* - Potential pay, Subject to meeting performance criteria

^ - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikeya Pansare

SR.Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K. Nimbale
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 opinions, if any, presented in this e-mail are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

2 attachments



Sarah Dsouza <placements_mba@dypimca.ac.in>

Internship Details - Johnson Controls - Finance Team

Shweta Kulkarni <shweta.kulkarni@jci.com>

Tue, Dec 20, 2022 at 5:25 PM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Hello Ma'am,

Below are the students selected for our internship Program of 6 months for FY23 & they will be converted to full time based on the performance.

Revati Jitendra Kulkarni
Omkar Kenjale
Chaitrali Subhash Patil
Neelam kharchane
Aishwarya Sakhare

[Quoted text hidden]




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

36



Sarah Dasouza <placements_mba@dypmca.ac.in>

Internship Details - Johnson Controls - Finance Team

6 messages

Shweta Kulkarni <shweta.kulkarni@jci.com>
 To: 'placements_mba@dypmca.ac.in' <placements_mba@dypmca.ac.in>

Good Morning Sarah,

As discussed over call, we will have the opportunity for Internship with Johnson Controls Inc. for FY23 batch students. I will provide you the detailed JD shortly.

Please share details of students in below format:

Sr. No.	USN ID (Write University PRN Number)	FULL NAME	Email ID	MOBILE NO	Date Of Birth	10th %	12th/ Diploma %	BE / B.Tech in (Write Engineering Branch)	RE Aggregate
---------	--------------------------------------	-----------	----------	-----------	---------------	--------	-----------------	---	--------------

Stream : MBA (Finance)

Position : Intern

Internship Period : 6 months (Starting from Jan-23)

Stipend : 18 K/Month

Based on Performance we will convert them on permanent role.

Salary after conversion: 8.5 LPA fixed.

Shweta Kulkarni

Talent Acquisition Specialist

Johnson Controls

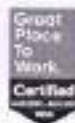
Email - Shweta.kulkarni@jci.com

3rd Floor, IBC Centre, Tech Park one, Newkoda,

Pune - 411016

WE ARE
GREAT PLACE TO WORK - CERTIFIED™

Building and Sustaining High-Trust, High-Performance Culture™



Sarah Dasouza <placements_mba@dypmca.ac.in>
 To: Shweta Kulkarni <shweta.kulkarni@jci.com>
 Cc: PLACEMENTS DYP CODE <placements@dypcodeakurdi.ac.in>

Tue, Nov 28, 2022 at 4:15 PM

Hello Ma'am,

Greetings of the day!

Thank you for this opportunity.

Requesting you to please share the JD so I can begin registrations at the earliest.

Thank you!

Warm Regards,

Asst. Prof. Sarah Dasouza

Training & Placement Officer

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

Mob: 7888289056

Email: placements_mba@dypmca.ac.in

Website: www.DYPMCA.ac.in

Jasvika Kaur

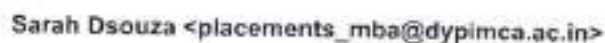
Dean Placement,



K. Nimish
DIRECTOR

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

Akurdi, Pune-411 044



2 messages

Mon, Jan 8, 2024 at 3:31 PM

From: **Kartikeya Satishchandra Pansare** <kartikeyasati.pansa@hcl.com>
Date: Thu, 29 Dec 2022 at 12:58 PM
Subject: Letter Of Intent - State Street HCL
To: nimishgaikwad9000@gmail.com <nimishgaikwad9000@gmail.com>

LETTER of INTENT

Date – 29 December 2022

Pune

Dear Nimish Dilip Gaikwad,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com

Regards,

HCL – Talent Acquisition Team



38

DIRECTOR

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



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)				
Component	Year 1 (Actuals)		Year 2 (Service Announced)	
	Annual	Monthly	Annual	Monthly
Salary (Cost to Company)	2,40,000	20000	Upto 3,00,000	25000
Incentive*	12,000	1000	18000	1500



K. N. Nimbale
DIRECTOR

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

Shift Allowance ^A	72,000	6000	72000	6000
Total	3,24,000	27,000	3,30,000	22,500

- Based on employees performance rating

* - Potential pay, Subject to meeting performance criteria

^A - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikeya Pansare

SR.Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K. Nimbh

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. Email transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

2 attachments



Sarah Dsouza <placements_mba@dypimca.ac.in>

FW: B.A INTERNSHIP- WHIZIBLE

Anindya Kumar <hr@lifeline-sys.com>

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: richha@whizible.com, PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Tue, Sep 27, 2022 at 1:04 PM

Hello Sarah,

Greetings from Team WHIZIBLE!!

We are delighted to inform you that we have selected **Nishant Katare & Namrata Chakre** for "Business Analyst" role.

They will be under three-month's internship and the agreed stipend will be paid on completion of the program. We are expecting them to start from **3rd of October 2022**.

The internship offer letter will be hand over on the day of joining. Please inform them the same.

Office Address: Level 3 Mrugank Building Rajpath Maharashtra, Paud Rd, Shikshaknagar, Ramkrishna Paramhans Nagar, Kolhurd, Pune, Maharashtra 411038

Google Map Link - <https://www.google.com/maps/place/18%C2%B030'36.7%22N+73%C2%B048'13.6%22E/@18.5102069,73.8015791,17z/data=!3m1!1e4m5!3m4!1s0x0:0x34e3209698d2507d!8m2!3d18.5102069!4d73.8037678?hl=en>

Thanks & Regards,

Anindya Kumar Das

Talent Acquisition Specialist

Whizible | Project Enterprise Management

+91 9674317456

<https://goo.gl/maps/cEYftzHYWC62>www.whizible.com e: hr@lifeline-sys.com

39
K. Namrata
DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



Sarah Dsouza <placements_mba@dypimca.ac.in>

FW: B.A INTERNSHIP- WHIZIBLE

6 messages

Anindya Kumar <hr@lifeline-sys.com>

To: placements_mba@dypimca.ac.in

Cc: richha@whizible.com

Tue, Sep 20, 2022 at 2:37 PM

Hello Madam,

Greetings from **Team WHIZIBLE!!**

We are a growing Software Product company that has recently got funded.

As discussed with you earlier, we are looking for some smart interns who are available to join from immediately. The stream we are looking at is Business Analyst.

Know us-

Our industry leading SaaS Product helps Professional Services organizations manage their operations holistically. For over a decade now, the Whizible has been helping large and small IT Services, Engineering Services, IT Departments of Banks and other such services organization streamline and automate their project planning, execution and control; process compliance; customer support and stakeholder visibility and collaboration. We are very passionate and is looking forward to adding on gems who are subject matter experts and can play around with skills at different level

You can visit our site for more information: www.whizible.com**The eligibility criteria is –**

- 60% across (10th , 12th , Graduation)
- Communication and Attitude – excellent and positive. Self-starters and motivated people excited to work in a software product.
- Package – 4- 4.5lacs (1 year package) excluding service retention bonus + benefits.

Internship details: –

- Duration of the program is 3 months
- Certification on completion
- Hybrid mode of work
- Stipend INR 10000/- will be given on successful completion of 3 months internship.
- PPO/PPI will be offered to the best performers(deserving candidates)

Revert us with your interest to take the process forward.

Thanks & Regards,

Anindya Kumar Das

Talent Acquisition Specialist


DIRECTOR

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

Whizible | Project Enterprise Management



Congratulations!

We are delighted you have accepted our offer of employment.

This is an exciting opportunity for Citco and we are thrilled you will be part of our success.

You are required to review and submit all following documents within **3 working days** from the date of receipt of the Contract of Employment.

- Signed copy of the Contract of Employment India (All 12 pages in 1 PDF file format)
- Background Verification documents (Rename the documents and save in 1 PDF file format)
- The subject line of the mail should be your name, date of joining and work location. **For example:**
Kavisha Gandhi_01 Jan 2022_HYD.

As part of your employment with Citco, you must successfully pass the background verification process.

In order to start background verification process, you must give consent to our service provider by sharing all the necessary details in Background Verification Form and signing the Information Release Form. You are also required to send scan copies back to the **recruiter & OfferManagementTeamIndia@citco.com** along with set of documents mentioned as per the Document Checklist.

Please note only after you submit all documents you will be on boarded, any delay in submitting these documents will affect your date of joining.

Moreover, request you to read through the below points carefully, understand, and then provide your acceptance:

- ☒ Willing to work in a 24/7 shift environment (including night shifts)
- ☒ The Firm operates transport fleet within a specific boundary in the city as per applicable timings and I have been informed of the boundary

Signature: 

If you have any questions about the offer, please do not hesitate to email OfferManagementTeamIndia@citco.com.

Finally, we look forward to work with you.




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

Contact No.		9405117541	Contact No.		9141210031
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EDUCATIONAL QUALIFICATIONS

- Please provide details of two highest educational/professional qualifications attained.
- Only degree/diploma equivalent qualifications or higher are to be provided.
- Start with your most recent/current qualification, followed by details of the qualifications preceding that.

Qualification Obtained	[1]	Masters of Business Administration		
Institution Name & Address	D.Y. Patil Institution of Master of Computer Application and Management, Pune.			
University Name	S.P.P.U. (Pune)			
Year of Passing (MM YYYY)	11/2023	Dates Attended (MM YYYY)	From	To
			11/2021	09/2023
ID / Roll No. / Seat No.	MBAB010005	Mode	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Distance	

Qualification Obtained	[2]	Bachelor of Commerce		
Institution Name & Address	Adarsh College, Hingoli.			
University Name	S.R.T.M.U.N. (Handed University)			
Year of Passing (MM YYYY)	06/2021	Dates Attended (MM YYYY)	From	To
			06/2018	06/2021
ID / Roll No. / Seat No.	C133289	Mode	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Distance	

EMPLOYMENT HISTORY

Please provide your last three employment history prior to Citra Group Services (India) LLP

- Ensure that you are descriptive wherever necessary, e.g. if the company has closed/ceased operations/moved location, do mention it.
- Employee Code/ID/Number of your previous employer is mandatory.
- Start with your most recent/current employer, followed by details of the employment preceding that.
- If you are still employed in this organization, please fill in the date before which you would not like the verification to be initiated in the "Employment Period To" column. If you are not sure or would like to intimate this date later, please write "Still Employed"

Name of Employer 1 (Current / Most Recent Employer)	Address
Company Contact Nos.	



K. Nimish
DIRECTOR

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

BACKGROUND VERIFICATION FORM

CONFIDENTIAL

(Please ensure that the details provided on this form are correct and complete in all respects, as this information will be used for background screening purposes and all other official requirements.)

First Name	Middle Name	Surname	Alias/Nickname
Omkar	Sonaji	Waghmare	-

PERSONAL INFORMATION										
Date of Birth	2	2	0	3	1	9	9	9	Marital Status	unmarried
Gender	Male			Nationality			Indian			
Former/ Maiden Names (if applicable)				Date of Name Change						
Home Phone No.	7972803430			Mobile No.			9145210091			
Personal E-mail	omkar5433@gmail.com			Father's Name			Sonaji Waghmare			
Pan No.	AFBPW5251K		Aadhaar No.		3415 7594 5339		(Provident Fund) UAN No.			
Have you ever been employed by Citco: Yes/No: No										
If Yes, then, please enter your GEN Number:										
Do you have any family members / relatives currently working with CITCO, whether regular or temporary, or on assignment through a third party agency: Yes/ No: No										
If yes, please list the first and last name(s), the Citco Department(s), Location(s) and Nature of a Relationship with you:										

ADDRESS INFORMATION: Please mention complete address details													
Current Address					Permanent Address								
Plot No. 181, Near Datt Mandir, Chakradhar Nagar, Balsand, Hingoli - 431513					Plot No. 181, Near Datt Mandir, Chakradhar Nagar, Balsand, Hingoli								
Landmark	Near Petrol Pump				Landmark	Near Petrol Pump							
PIN	4	3	1	5	1	3	PIN	4	3	1	5	1	3
Residing Date From	0	1	2	0	1	3	Residing Date From	0	1	2	0	1	3
Residing Date To	1	0	2	0	0	3	Residing Date To	1	0	2	0	0	3



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

Contact No.		9408119541	Contact No.		9141276071
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EDUCATIONAL QUALIFICATIONS

- Please provide details of two highest educational/professional qualifications attained.
- Only degree/diploma equivalent qualifications or higher are to be provided.
- Start with your most recent/current qualification, followed by details of the qualifications preceding that.

Qualification Obtained	[1]	Masters of Business Administration		
Institution Name & Address	D.Y. Patil Institution of Master of Computer Application and Management, Pune			
University Name	SPPU (Pune)			
Year of Passing (MM YYYY)	12/2023	Dates Attended (MM YYYY)	From	To
			12/2021	09/2023
ID / Roll No. / Seat No.	MBAR02001	Mode	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Distance	

Qualification Obtained	[2]	Bachelor of Commerce		
Institution Name & Address	Adarsh college, Hingoli.			
University Name	S.R.T.M.U.N. (Mundad University)			
Year of Passing (MM YYYY)	06/2021	Dates Attended (MM YYYY)	From	To
			06/2018	06/2021
ID / Roll No. / Seat No.	0139289	Mode	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Distance	

EMPLOYMENT HISTORY

Please provide your last three employment history prior to Citra Group Services (India) LLP

- Ensure that you are descriptive wherever necessary; e.g. if the company has closed/ceased operations/moved location, do mention it.
- Employee Code/ID/Number of your previous employer is mandatory.
- Start with your most recent/current employer, followed by details of the employment preceding that.
- If you are still employed in this organization, please fill in the date before which you would not like the verification to be initiated in the "Employment Period To" column. If you are not sure or would like to intimate this date later, please write "Still Employed"

Name of Employer 1 (Current / Most Recent Employer)	Address
Company Contact Nos.	



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

HR Manager	Contact No.	Email Id	
Name of Employer 3		Address	
Company Contact Nos.			
Employee Code	Designation	Grade	Last Salary Drawn
Employment Period From	Employment Period To	Department	
Type of Employment		Details of Agency (if deployed from another agency)	
<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Contractual			
Reason for Leaving			
Reporting Manager	Contact No.	Email Id	
HR Manager	Contact No.	Email Id	

GAPS IN EMPLOYMENT			
Please provide details of all gaps of 1 month or more that you may have between your past 3 employments or between leaving the last employment and joining Citco Group Services (India) LLP			
Gap From (DD MM YYYY)	Gap To (DD MM YYYY)	Gap Period (in months)	Reason



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

DOCUMENT CHECKLIST (To be submitted for background verification)

Sr. No	Identity and Address proof	Yes	No
1.	Copy of Pan Card	Yes	-
2.	Copy of Aadhaar Card	Yes	-
3.	Copy of Passport	-	NO
4.	Permanent Address Proof	Yes	
5.	Current Address Proof	Yes	

- In case you do not have PAN, apply immediately and provide copy of PAN on or before date of joining
- In case you do not have Aadhar, apply immediately and provide copy of Aadhar on or before date of joining

Sr. No	Education proof (for 2 highest educational qualifications)	Qualification I	Qualification II
1.	All Degree/Diploma mark sheets	Yes	-
2.	All Degree/Diploma Certificate	Yes	-
3.	Additional certifications, if any	Yes	-

- CA membership ID number, if applicable

Sr. No	Employment proof (for last 5 years / last 3 employer documents)	Employer I	Employer II	Employer III
1.	Relieving Letter /Service certificate (on company letter head)	-	-	-

I hereby confirm having submitted the above listed documents via e-mail:

Name: Omkar Sonaji Waghmare

Signature: [Signature]

Date: 04/10/2023



[Signature]
DIRECTOR

Employee Code	Designation	Grade	Last Salary Drawn
-	-	-	-
Employment Period From	Employment Period To	Department	
-	-	-	
Type of Employment		Details of Agency (if deployed from another agency)	
<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Contractual			
Reason for Leaving			
-			
Reporting Manager	Contact No.	Email id	
-	-	-	
HR Manager	Contact No.	Email id	
-	-	-	

Name of Employer 2		Address	
-		-	
Company Contact Nos.			
-			
Employee Code	Designation	Grade	Last Salary Drawn
-	-	-	-
Employment Period From	Employment Period To	Department	
-	-	-	
Type of Employment		Details of Agency (if deployed from another agency)	
<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Contractual			
Reason for Leaving			
-			
Reporting Manager	Contact No.	Email id	
-	-	-	




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

HR Manager	Contact No.	Email Id	
Name of Employer 3		Address	
Company Contact Nos.			
Employee Code	Designation	Grade	Last Salary Drawn
Employment Period From	Employment Period To	Department	
Type of Employment		Details of Agency (if deployed from another agency)	
<input type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Contractual			
Reason for Leaving			
Reporting Manager	Contact No.	Email Id	
HR Manager	Contact No.	Email Id	

GAPS IN EMPLOYMENT			
Please provide details of all gaps of 1 month or more that you may have between your past 3 employments or between leaving the last employment and joining Citeo Group Services (India) LLP.			
Gap From (DD MM YYYY)	Gap To (DD MM YYYY)	Gap Period (in months)	Reason



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

INFORMATION RELEASE FORM

To Whom It May Concern:

Omkar
First Name

Sonji
Middle Name

Waghmare
Last Name

I hereby authorize Citco Group Services (India) LLP (The Firm) and/or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.
- Of my qualification/degree (copy of my certificates attached)
- Information in respect to my character from the records maintained by local authorities

Signature: 


Date: 04/20/2023

Citco Group Services (India) LLP



Confidential


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

Kirtane & Pandit LLP		KIRTANE & PANDIT	
5th Floor, Wing A, Gopal House, S.No. 127/1B/11, Opp Harshal Hall, Above HDFC Ltd., Karve Road, Pune 411 029, India Pune			
PAY SLIP			
	EMPLOYEE NAME	: Onkar Waghmare	DESIGNATION : EXECUTIVE
	EMPLOYEE CODE	: EP0155	LEVEL : Employee
	ACC. NO.	: 50100658535991	GRADE : F
	PF ACC. NO.	:	BRANCH : Pune
	JOINING DATE	: 14/11/2023	DEPARTMENT : Advisory & Solutions Group
	PAN NO	: AF8PW5251K	MONTH : February 2024
	UAN NO.	: 102018644044	
	Month Days	: 31	Paid Days : 31
GROSS EARNINGS		NET EARNINGS	
Basic	19,933	Basic	19,933
DA	0	DA	0
HRA	9,967	HRA	9,967
Conveyance	800	Conveyance	800
Overtime	0	Overtime	0
Gratuity	0	Gratuity	0
Arrears	0	Arrears	0
Incentives	0	Incentives	0
Mobile Reimbursement	0	Mobile Reimbursement	0
Travel Reimbursement	0	Travel Reimbursement	0
MISCELLANEOUS REIMBURSEMENT	8,000	MISCELLANEOUS REIMBURSEMENT	8,000
Leave Encashment	0	Leave Encashment	0
LTA	0	LTA	0
Medical Allowance	0	Medical Allowance	0
Education Allowance	0	Education Allowance	0
OTHER ALLOWANCE/EX-GRATIA	0	OTHER ALLOWANCE/EX-GRATIA	0
Special Allowance	0	Special Allowance	0
Other Earnings	1,000	Other Earnings	1,000
Telephone Allowance	6,917	Telephone Allowance	6,917
Consolidated Allowances	1,250	Consolidated Allowances	1,250
Professional Development Allowance	0	Professional Development Allowance	0
Salary Advance	0	Salary Advance	0
Over time	47,867	Over time	47,867
Other Allowance		Other Allowance	
Total		Total	
DEDUCTIONS			
		Professional Tax	300
		Income Tax	0
		Employee PF	1,800
		Advance	0
		Advance	0
		Advance	0
		Voluntary PF	0
		Employee LWF	0
		Other Deduction	0
		Mobile Recovery	0
		Mediclaime Deduction	0
		Total Deduction	2,100
Net Salary: 45,767		Forty Five Thousand Seven Hundred And Only Seven Rupees And Paise	
This is computer generated Pay Slip and does not require signature.			



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

eClerx

Date: Sep 06,2023

Dear Omkar,

We are pleased to appoint you as **Analyst** under the Apprenticeship program. Your training with us will commence on "**Sep 07,2023**" and will continue until "**Mar 06,2024**".

Apart from the other policies binding upon you during your tenure with the company, the general terms and conditions under the Program are as follows:

1. Work Location

1.1. Your initial work location will be **Pune**. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your voluntary resignation / termination of the Program with the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, if applicable; you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment as an Analyst under the Customer Operations Vertical is contingent upon successful verification of all documents and information provided by you as a part of your joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability, should the results of your background investigation be negative. The HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including immediate termination of services.

2.4 Your offer of employment will not be valid if you are unable to provide all the mandatory documents on or before your Date of joining.

3. Remuneration, Benefits & Privileges.

Please refer to Annexure I for details on your remuneration and benefits applicable during



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



Apprenticeship Offer cum Appointment Letter

Date: Sep 06,2023

Candidate Name: Mr. Omkar Narade

Candidate ID: 1669566

Address: Saraswati Hsq , Near Gharjai Mata Mandir, Rupeenagar, Talawade, Pune, Saraswati Hsq,
Near Gharjai Mata Temple, Rupinagar, Talawade, Pune, Pune-412114, Maharashtra, India

Dear Omkar,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program. Your designation under the Customer Operations Vertical would be an Analyst. Your functional title will be **"Analyst"**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as **"Contract"**). Please return a duly signed duplicate copy of this letter for our records. Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you. Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you.

Regards

Offered By: Sagar Shetty

Designation: Program Manager- Human Resources




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

eClerx

your training period.

4. Training

4.1 The tenure period, as stated in this Contract, constitutes your training period, the successful completion of which would determine the completion of your duration under this Program.

4.2 Notwithstanding the above mentioned clause, the Company reserves the right to put you under a training program with a different training period, as per the requirement of the specific business, the successful completion of which would determine the completion of your duration under the Program.

4.3 There will be multiple assessments conducted at periodic intervals during your training period. In the event of you being unsuccessful on assessment parameters as defined by the Company during or after the training period, the Company reserves the right to terminate your Contract under the Program with immediate effect, with a 30 days' notice period. Without prejudice to clause no. 4.1 and 4.2 as mentioned above, the Company may, during the period of training, terminate the Contract without any notice or payment in lieu of notice should you be found guilty of violation of any of the Company's policies or breach of Code of Conduct, which may not be conducive to the Company or its reputation.

4.4 After the completion of the aforementioned training period, the Company, at its sole discretion and depending on business requirements, may absorb you on its regular roll, depending upon your assessment parameters and on-the-job performance. The compensation structure that will be applicable in the event you are absorbed on the regular rolls of the Company will be as per Annexure 2.

5. Domain-based Specialized Training

5.1 You may be required to undergo designated specialized trainings, as required under the Program. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, 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 you.

5.2 Further to the above clause, you may be required to enter into a service agreement with the Company on successful completion of your training period and being absorbed as a permanent employee. The details of such Agreement, as applicable, would be conveyed to you.

6. Leaves

6.1 During your tenure and training period under the Program, you would be eligible for 2 (two) leaves per month. All leaves applied for, will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy. The leave process shall be guided under the Leave policy of the Company.

6.2 You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the Company, in order to avoid such instances.

7. Separation



K. Nimrah
DIRECTOR

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

eClerx

7.1. The Contract can be terminated by the Company, by giving you a notice of 30 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total fixed stipend earned for an equivalent period of time.

In case you decide to terminate your Contract with the Company, you may do so by serving Company with **30 days** written notice of termination, provided you terminate your Contract with the Company within five months of your joining the Company. However, if you decide terminate your Contract in the last month of your apprenticeship term with the Company shall expire on the last working day as determined from your above mentioned date of joining the Company and not by date of your termination notice. The company may waive off the notice period requirement, at its own prerogative and require you to compensate for the shortfall of notice period.

7.2. Without prejudice to any clause in this Contract, the Company also reserves the right to terminate your Contract under the Program for reasons mentioned below, with immediate effect, without any payment in lieu of notice period, whereupon your training period would cease immediately and you shall have no claim, whatsoever, against the Company for damages or otherwise by reason of such determination.

For the purposes of this Clause 7.2, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being serviced on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve) consecutive months; or
- c. You becoming of unsound mind; or
- d. You are convicted of a criminal offence;
- e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or
- f. You committing breach of any of your duties or obligations under the Contract; org. You refusing or neglecting to comply with any lawful and reasonable orders or directions given to you by the Company; or
- g. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or
- h. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or
- i. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results in your performance which are the requirements for meeting your job responsibilities; or
- j. Causing damage to company's property; or
- k. Going on or abetting a strike in contravention of any law for the time being in force; or



K. N. Nimbh
DIRECTOR

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

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- l. Committing theft, fraud, or dishonesty; or
- m. You being found guilty of any unlawful activity, including but not limited to threatening employees, security breaches, harassment, including sexual harassment, etc.
- n. For violating the Company's Code of Conduct and ethics, which goes against the ethos of the Company.

The list above is illustrative and by no means exhaustive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.3. In the event of continued absence of 3 (three) consecutive working days from work without prior sanction of leave or on remaining absent beyond the period of leave originally granted or subsequently extended, you shall lose lien on your appointment and your name will be struck off from the roll of the Company, treating you to have abandoned your employment as you do not have interest in the Program offered by the Company.

7.4 On termination of your Contract, all work carried out by you – both in physical and digital form – during your employment, shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.5 When your training under the Contract / Program with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media, and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs, and other personal property belonging to the Company and complete the due handover process during the notice period that you are required to serve by the Company. In the event of your failure to do so, you shall be liable to face legal proceedings and compensate the Company for any material loss of business, as determined by the Company at its sole discretion. The Company may withhold your exit clearance and / or full-and-final settlement on account of your breach of the Company's rules and regulations and until it is able to recover the losses incurred by it.

8. Working Hours

The training hours applicable to you will be the same as are observed, depending upon your process and program. The initial shift, location, or program allotted to you may change at any time during the period of Apprenticeship, as decided by the Company's management.

9. Conflict of Interest

9.1. 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 business. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly in any trade or business, during your employment with the Company. This restriction applies whether or not the other activity is of a similar nature to or competes in any material respect with any of the businesses of the Company.

9.2. You will not seek membership of any local, public or political bodies or undertake any other business, assume any public office, honorary or remunerative, without the specific written permission of the HR Head. In the event of your becoming member of any local or public or political bodies or undertaking any business, assuming any public office without following due process as prescribed by the Company, you shall be deemed to have contravened the terms and conditions of employment and the Company reserves the right to take appropriate action as it deems fit including



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Your Apprentice appointment is contingent upon successful completion of background check; documents submitted by you will be sent for necessary verification and authentication to the background verification agency.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Regards



Offered By: Sagar Shetty

Designation: Program Manager- Human Resources



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ANNEXURE I

Stipend and Benefits Applicable During the Contract Period

1. Stipend

Your stipend will be **Rs. 20,100 per month** for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits

2.1 Group Medical Insurance

- You are eligible for a floater medical insurance cover of INR 100,000 which covers your spouse, up to 2 children and yourself.
- The insurance is inclusive of pre-existing disease cover from the date of joining.
- You may also opt for an additional cover for your family, including your spouse, up to 2 children and parents / parents-in-law, post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary.

2.2 Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents.

2.3 Life Insurance

You are covered by a term life insurance cover of INR 500,000 under the Group Life Insurance Cover Policy

2.4 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of INR 1,400 will be deductible from your fixed stipend every month.



Offered By: Sagar Shetty

Designation: Program Manager – Human Resources

Accepted by: _____

(Name and Signature)

Date: _____




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Applications and Management
Akurdi, Pune-411 044

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Your Apprentice appointment is contingent upon successful completion of background check; documents submitted by you will be sent for necessary verification and authentication to the background verification agency.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Regards



Offered By: Sagar Shetty

Designation: Program Manager– Human Resources



DIRECTOR

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

Ref: THORE/HR/2022-23/127

30 Jan '2023

To,
Ms. Pallavi Garudkar,
Pune.

LETTER OF OFFER

Dear Pallavi,

This is reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of "Relationship Manager- Sales" in our organization. Your CTC (Cost to company) including annual payments, reimbursements and benefits will be as discussed (Fixed = INR. 2,76,000/- + Variable= 2,20,000/-) + Annual Bonus= 25000/- annual bonus if/after successfully completion of 1 year in our organization.)= CTC 5,21,000/- per annum (Five Lakh Twenty One thousand Only) per annum which shall be enclosed in appointment letter annexure B.

Kindly report for your duties on or before 1st Feb. '2023 at 9.30 a.m. We shall appreciate your confirmation of acceptance of the above letter.

The letter of appointment would be issued within one week of your joining, subject to satisfactory reference checks and completion of your joining formalities. You are requested to carry photo copies of the following documents on the date of joining:

1. Educational qualification certificate. (10th, 12th, Graduation, Post-Graduation)
2. Experience Certificates, Relieving letter or acceptance of your resignation letter from your present/previous employer and Last 3 months' salary slip.
3. Two photocopies of adhar card indicating name and permanent address.
4. Two photocopies of present address proof & Covid- 19 vaccination Certificate of 2nd Dose.
5. Two photocopies of the pancard and 2 latest passport size photographs.
6. Medical fitness certificate & blood group certificate.

Note: Kindly carry all original documents for verification. All photocopies should be self-attested.

Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

We as a Company looking for your services and Mutual beneficial growth along with us.

With Best Wishes.

For, The House Of Real Estate,



Ms. Mohite S. M.
Head – Human Resource



I accept the offer as outlined above.


DIRECTOR

Ms. Pallavi Garudkar

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

THE HOUSE OF REAL ESTATE

by "KUMRA AND BINDAL CONSULTANTS PRIVATE LIMITED" | CIN No: U70109PN2021PTC203367



Offer Date : 02/01/2024
Offer No : GS10110591

FIXED TERM EMPLOYMENT CONTRACT

Dear **Prachi Vikas Khandait**

We are pleased to offer you employment at **Quess Corp Limited** for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to **REXEL INDIA PRIVATE LIMITED** under this Contract. The terms of employment are exclusively with Quess, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **JAN 02,2024** be deputed by Quess, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by Quess for rendering the services under this contract.

TENURE:

The term of your Contract shall be valid from **JAN 02,2024** to **DEC 01,2024**.

COTERMINOUS:

Not with standing the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at **Pune**.

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Offer No : GS10110591
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Page 1

QUEST Corp Limited
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560108, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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

**POSITION:**

You are appointed as **Finance Executive**.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid from JAN 02, 2024 to DEC 01, 2024. This contract may be considered for an extension depending on the client and Quest's requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quest through a separate mutually executed contract of employment. Quest shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at Quest within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, Quest or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. Quest reserves all such right to withheld full or a portion of your salary during such suspension period.

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QUEST Corp Limited
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DIRECTOR

D. Y. Patil Institute of Master of Computer
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ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of Quess (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Not with standing the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

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QUESS Corp Limited
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DIRECTOR

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Applications and Management
Akurdi, Pune-411 044

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The Contract can be terminated at the discretion of Quess / Client subject to 30 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc., then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated with immediate effect.

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I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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3/3/2, Bellandur Gato, Sarjapur Road, Bangalore - 560103, Karnataka, India
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DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



You shall report to work on **JAN 02,2024** at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card
10. Complete Application Form with Bio Data/Resume

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With Warm Regards,
For **Quess Corp Limited**.

Tej Hans Raj Singh
Deputy CEO

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DIRECTOR

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

Compensation Sheet

Offer No : GS10110591

Associate Name : Prachi Vikas Khandait

Designation : Finance Executive

Location : Pune

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	14076	168912
House Rent Allowance	7038	84456
Other Allowance	782	9384
Statutory Bonus	1173	14076
Gross Salary	23069	276828

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Employer Pf	1932	23184
Total Contribution	1932	23184
Cost To Company: (Ctc)	25001	300012

Deduction: (Subjected to change)	Rs. Monthly Pay	Rs. Annual Pay
Provident Fund	1783	21396
Total Deduction	1783	21396
Not Take Home	21286	255432

Variable Component	Rs. Annual Pay
Ctc (With Variable)	300012

Tenure Bonus	Rs. Annual Pay
Fixed Tenure Bonus Amount	100000

Kindly Note: You are eligible for "Fixed Tenure Bonus" on Successful completion of 2 consecutive years service from the date of your joining mentioned in letter

For Quess Corp Limited,



Tej Hans Raj Singh
Deputy CEO

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QUESS Corp Limited
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DIRECTOR

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Akurdi, Pune-411 044



Dear Associate,

Please download the **WorQ App** on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Qess helpline
- Get access to Qess Market to get lucrative offers specifically for Qess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by SMS to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No : GS10110591
- Name : Prachi Vikas Khandait
- Mobile No : 7620570144

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>

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DIRECTOR

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1/6/23, 2:10 PM

Dr. D. Y. Patil College Mail - Fwd: Offer from Progen Infotech



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Offer from Progen Infotech

1 message

Pragati Wagare <pragatiwagare82000@gmail.com>
To: placements_mba@dypimca.ac.in

Wed, Dec 21, 2022 at 12:23 PM

Respected mam,
Greetings of the day

As we discuss earlier about my joining letter I have got the mail regarding the same. so as per your request I'm forwarding the mail.

Thanks & Regards
Pragati wagare
Roll no 89
Div B (symba)

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

From: **Pragati Wagare** <pragatiwagare82000@gmail.com>
Date: Tue, 13 Dec, 2022, 7:10 pm
Subject: Re: Offer from Progen Infotech
To: Aditya Patil <Aditya.p@progeninfo.com>

Respected sir
Greetings of the day
I have received your email Thank you
If anything required please let me know I will do my best
Thank you

Regards
Pragati Wagare

On Tue, 13 Dec, 2022, 6:50 pm Aditya Patil, <Aditya.p@progeninfo.com> wrote:
Hello Pragati,

It was my pleasure to meet and get to know you.

We would like to offer you a position at Progen Infotech as **HR Recruiter**, with the following compensations and benefits.

Your expected starting date is **20th Dec 2022**

This offer is valid until 20th Dec 2022. To accept the offer, you just need to revert this mail as acknowledged. If you have any questions, feel free to reply to this email or call.

We are looking forward to having you as a team member.

Compensation Structure

Employee Name : Ms. Pragati Wagare
Date of Joining : 20-12-2022

Department : HR - Staffing
Designation : HR Recruiter

Fixed Compensation	Per Month	Per Annum
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Applications and Management
Akurdi, Pune-411 044

Annual Base Salary	Rs. 13,200.00	Rs. 1,58,400.00
Total Gross	13,200.00	1,58,400.00
Basic Salary	7,550.00	90,600.00
HRA	3,650.00	43,800.00
Convenience Allowance	1,250.00	15,000.00
Educational Allowance	200.00	2,400.00
Annual Benefit		
Bonus	550.00	6,600.00
Employee Deductions -		
Professional Tax	200.00	2,400.00
Net Salary	Rs. 13,000.00	Rs. 1,58,400.00

Best regards,

Aditya Patil

BDM-Sales | Progen Infotech

website: www.progeninfo.com

Mo No: +91 9970084983

email: aditya.p@progeninfo.com



K. Nimish
DIRECTOR

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



EDUELITE EDUCATION CONSULTANCY

613, Fortune Business Center, Kaspate Wasti, Wakad, Pune, 411057

MS. PRAJAKTA BOREKAR,

Dated: 01/12/2022

Address: ANANT KRUPA APARTMENT, AKURDI, PUNE

Subject: Job offer at EDUELITE

Dear MS. PRAJAKTA BOREKAR,

Congratulations! Based on your interview, we are pleased to offer you a Position in EDUELITE. You are appointed to the position of "EDUCATION COUNSELLOR" in this capacity you will report directly to Mr. Lucky Singh.

Your monthly remuneration will be **INR 14000/-** per month. There will be separate policy for incentive and will be shared you separately.


You are expected to join on **1st December, 2022** at our office.

Terms and Conditions

1. **Term of Employment:** Your employment is "at will." During probation period company can terminate your employment at any time by giving you notice with or without cause. After completing probation period, the Company can terminate your employment at any time by giving you a 15days written notice with or without cause. This written notice shall be sent to you via registered mail or hand delivered to you.
2. **Probation Period:** You will be on probation for 1 months. During this period, the Company can terminate your employment without any notice period. The termination notice shall be in the form of e-mail or postal mail.
3. **Notice Period:** You will be required to give at least 1month notice period before leaving the company. Failing which company has all the right to block your payments and not issue the reliving documents.
4. **Payment of Salary:** Your salary will be given to you as due on the first of every month and paid on by the tenth calendar day of the month in arrears. Should the tenth day of the month be a holiday or the office is closed for any reason, the salary will be paid the next business day. The salary will be paid only by cheque or by electronic fund transfer to your bank account.
5. **Incentives and Bonus:** Incentives will be release in every 3 or 6 months.

- No incentive will be disbursed, if you quit the job in mid of the season.
- 50% incentive will disbursed after serving one month notice period.




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EDUELITE EDUCATION CONSULTANCY

613, Fortune Business Center, Kaspate Wasti, Wakad, Pune, 411057

6. **Code of Conduct and Business Ethics:** The Company has established a Code of Conduct and Business Ethics policy. By agreeing to accept this Offer of Employment, you agree that you are bound by the Code of Conduct and Business Ethics policy. Any violation of the policy will result in immediate termination of employment without any notice period.
7. **Review Policy:** All Employees are reviewed in the Month of October/ November every year.
8. **Leave Policy:** The Company has established leave policy which must be followed by every employee of the Company. You agree that you have read and understood this policy. You will get 1 Sick Leave every month. You are also entitled for maximum 14 holidays in a calendar year as per the govt. rules.
9. **Other Terms and Conditions:**
 - a. **Attendance:** You agree to strictly follow company's attendance policies. Office timing is 9.30 AM – 7.00 PM. More than 15 minutes late for 2 days in a month will be considered as half day. Half an hour late any working day will be considered as half day.
 - b. The offer stands canceled in case of any deviations in information or if you fail to report to EDUELITE on or before the pre-decided date.
 - c. You will need to submit:
 - i. All copies of your qualification documents, relieving documents and salary slip of last three months on the date of joining (If Applicable)
 - ii. Four photographs
 - iii. Pan Card Copy
 - iv. Residence Proof
 - v. Photo ID, and
 - vi. Two specimen signatures
 - d. You will not discuss your Salary or Incentives with anyone in the company. If the management comes to know that you know someone else's salary or someone else knows your salary then the company can penalize you anywhere from taking away your monthly salary, reducing your salary or termination of your employment with the company.



DIRECTOR

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EDUELITE EDUCATION CONSULTANCY

613, Fortune Business Center, Kaspate Wasti, Wakad, Pune, 411057

By signing below, you have agreed to accept this offer in its entirety. You also agree that you are bound by all company's policy listed above and any modifications or additions that Company might make. You also agree that you understand that the Company has the right to amend the Terms and Conditions of your employment at any time.

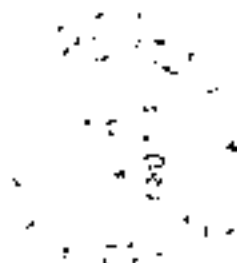
For EDUELITE

Accepted and Understood



DIRECTOR

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



THE UNIVERSITY OF CHICAGO



Filpkart Campus drive for MBA- SCM branch 2023 batch

shweta sharma <shweta.sharma@dypic.in>

Sun, Aug

To: Dheeraj Agrawal <placements.dit@dypip.edu.in>, PLACEMENTS DYPCOE <placements@dypcoeskd.ac.in>, D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

Dear Placement Team,

Thanks for your participation in the FLIPKART - DISHA 2022 Internship hiring process. Please note these are the Intern Offers, the Final Full-time Offer results will only be made basis of Internship (2 months- Nov-Dec) :

Sharing below the Results post the Interview process.

Please confirm the acceptance from the students over this email by 25th Aug 2022.

NOTE: We will keep you posted on the waitlist movement if any

DISHA ID	Candidate Name	College	Contact Details	E mail ID	Final Status
DISHA2022956	Aniket Shivajirao Bankar	DY Patil	7709733392	aniket.bankar3392@gmail.com	2 Month Intern
DISHA2022959	Kartik Patil	DY Patil	9860294717	kpatil213@gmail.com	2 Month Intern
DISHA2022957	Pratyot Bala Krishna Chavan	DY Patil	8600450805	chavanpratyotn@gmail.com	2 Month Intern
DISHA2022964	Rohit Rajendra Ingale	DY Patil	8830571985	ingalerohit50@gmail.com	2 Month Intern
DISHA2022960	Yashashree Sarambalkar	DY Patil	8805735154	shree201158@gmail.com	2 Month Intern
DISHA2022963	Aashish Rajendra Khonde	DY Patil	9923373191	aashishkhonde45@gmail.com	2 Month Intern
DISHA2022955	Yogesh Dilip Yotkale	DY Patil	9156770009	yogeshyotkale11@gmail.com	2 Month Intern
DISHA2022965	Muskaan Shaikh	DY Patil	7666800643	shaikhmuskaan82@gmail.com	Waitlist
DISHA2022962	Chetan Suresh Bhargale	DY Patil	7775621823	chetanbhargale14@gmail.com	Waitlist

On Tue, 12 Jul 2022, 2:58 pm Dheeraj Agrawal, <placements.dit@dypip.edu.in> wrote:

Dear Madam,
Thank you for the opportunity.

Thanks & Regards,

Prof. Dheeraj Agrawal

Dean Industry Institute Interaction &

Training and Placement Officer

Mobile No- 8600219519

Linked in: <https://www.linkedin.com/in/dheeraj-agrawal-73ba6470>

Dr. D. Y. Patil Institute of Technology, Pimpri, Pune-411018.

Vision: "Empowerment Through Knowledge"

020-27421095/06/07 ext-7528

Website- www.dypip.edu.inLinked in: <https://www.linkedin.com/company/dr-d-y-patil-institute-of-technology>

On Tue, Jul 12, 2022 at 1:27 PM shweta sharma <shweta.sharma@dypic.in> wrote:
(Quoted text hidden)



K. Nimbale

DIRECTOR

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

Conditional Letter

Pranjali Bawankar

Date: March 20, 2023

9511221985

Dear Pranjali ,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. **4,00,000 (annual)** + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check .
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion: Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.




DIRECTOR

Annexure-I
D. Y. Patil Institute of Master of Computer
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We request you to send the below listed documents at dhairya.rogha@stanzaliving.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card
2. Aadhar Card (Front and Back Side)
3. 10th Marksheet & 12th Marksheet
4. Graduation/Post Graduation Marksheets.
5. No Objection Certificate from College/ Institute or Provisional Degree.
6. Bank Details/Cancel Cheque.
7. Signed Conditional Letter.

Note: - Please Submit all the documents converting them into a single PDF

Please accept our conditional offer letter and return a signed copy to us at dhairya.rogha@stanzaliving.com. Please feel free to contact in case of any queries to Dhairya Rogha @ +91 7289040505

Thank you again for your prompt attention to the needs outlined in this offer.

We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.



Rajat Mehta

Vice President- Human Resources

(Signature)

Pranjali Bawankar



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

Ref no: - 1/2023-24 (88)

March 1st 2023

To,

- 1) Mr Aniket Gundile,
Saroj Palace, vasudev nagar,
gawali pura, Akot, Dist. Akola - 444101
Mob: 8959058581
- 2) Mr Manoj Deskar,
5-6-1212, street no.9, kamgar colony,
chikalihana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
At.Po. Naigaon Dattapur,
TQ.Mehkar Dist.Buldhana
Mob: 9657830086
- 4) Mr Makul Khandye
RM-98/5 Shri Krushna Housing Society group
wadagaon kolhati Aurangabad-431136
Mob: 9011777855
- 5) Mr Krushna Shelar
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rashihari link, Nashik -422003
Mob: 9552252974
- 6) **Mr Prasad Borkar**
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri-Chinchwad 411044
Mob: 7066361047
- 7) Mr Shashi Ranjan
Village - Kanaudi, PO-PS- Gurua,
Dist-Gaya, Bihar Pin-824205
Mob: 9931143370




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PROPERTY CLOUD
REALTY SPECIFIER PVT LTD

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with **PROPERTY CLOUD REALTY SPECIFIER PVT LTD**,
Designate as **Management Trainee /Sr. Sales Executive** effective **23rd March 2023** in
Mumbai/Bangalore/Pune/Delhi, on the following terms and conditions.

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs.7,10,000/-** consolidated and apprehensive (CTC), subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 27th of every month.
3. Travelling Expense will be reimbursed for 2 Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1 day flexible off in a week.
7. If the employee reports after 10:30am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a **Certificate/relieving letter**, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



K. Nimrod
DIRECTOR

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12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own REERA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TDS (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



A handwritten signature in blue ink, appearing to read "K. N. Nimbh".

DIRECTOR

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Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
Sales Incentive (Performance Based)	25,000	3,00,000
Project Incentives (Performance Based)	2,833	34,000
Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specifier Pvt Ltd

Offer as Above Acceptance

Sign & Date:



K. Nimbh

DIRECTOR

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

Internship Offer Letter

29th December 2022

To: Prasad Chavan

Dear Prasad,

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	Prasad Chavan
Designation	Sales Intern
Joining Location	Pune

Please note: This opportunity would be treated as an internship offer for 3 months. This offer is subject to satisfactory performance during the internship period from 02nd January 2023 to 1st April 2023. iaurō 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. 15,000 per month during your internship period from 02nd January 2023 to 2nd April 2023.

Note: For the first 3 months students would be paid 15 k per month. Students would be eligible for full-time after the 3 months training period, (Based on performance) the CTC would be **5 LPA**.

Reporting structure:

- Your immediate reporting will be to the Chief Sales & Marketing Officer.

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.



V. N. Nimbale
DIRECTOR
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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.
- 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

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Akurdi, Pune-411 044

iaurō

*You are expected to join duty on 28th November 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 11 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 30th December 2022 . We look forward to an enduring relationship with you,

For: iauro Systems,

Anupam Kulkarni, CEO

iauro Systems




DIRECTOR

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

Offer Letter - Pune / 3 / 2023

8th February, 2023

To,

Mr. Prashant Jayram Nagargoje

Walhekarwadi, Pune

Mob - 7040355100

Email - prashantnagargoje4@gmail.com

Dear Mr. Prashant,

Greetings

With reference to your application and subsequent discussions, we are pleased to offer you the position of "Relationship officer" in our organization. Your joining date will be 20th March, 2023 at Chinchwad Office, Pune and accordingly you are required to report for the duty, failing which this offer will stand automatically cancelled. Please bring the original & photocopies of the following documents -

- 1) All Educational Certificates
- 2) Two passport size photos
- 3) Copy of PAN Card, Driving License and Proof of address
- 4) School leaving certificate for proof of Date of Birth

You will be entitled for a salary of Rs. 25000/- per month (including travel allowance)

The letter of appointment detailing the terms & conditions of your employment will be issued to you upon your joining. Kindly return the duplicate copy of this letter as a token of acceptance of our offer. This offer is being made based on information/ documents/certificates furnished by you. However if there is any discrepancy in the information/ documents/certificates given by you, we retain the right to review our offer of employment.

We take this opportunity to welcome you to our organization and hope that your association with us will prove to be of mutual benefit.

Yours' Truly,


CA. Somdutt Lad
Managing Partner
LYS Corporate Advisory LLP
9850844500
I accept the offer

(Prashant Jayram Nagargoje)

Date:



50

DIRECTOR

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

PRIVATE & CONFIDENTIAL

AXIS-AMC/HR/Sr. No. 64
Date: 5th December, 2022

Mr. Pratik Kadu
Akurdi, Pimpri
Chinchwad

Dear Pratik

The purpose of this letter is to offer you employment for the position of **Relationship Manager - Corporate Sales** of Axis Pension Fund Management Limited (hereinafter referred as "Company") on the terms and conditions as more particularly outlined hereunder and other applicable provisions (including any modification or re-enactment thereof), if any, of the Companies Act, 2013 and Policies of Axis Group.

The position will be based in **Pune**. You are requested to report at **Axis Asset Management Co. Ltd, Unit 102 & 102-A/B, 1st Floor, Signature Building, Bhandharkar Road, CTS No. 853, Plot No. 195, Bhamburda, Shivajinagar, Pune - 411005.**

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment will commence on or before **8th December-2022**. Kindly note that, you will be designated a **Relationship Manager - Corporate Sales** and your Internal grade be **Management Trainee** subject to complying with the requirements specified under Companies Act including but not limited to approval of Board of Company, as may be applicable. In this role you will report to **Ms. Swati Pawar**. In case you fail to join on or before the said date then your appointment will be treated as void.

Terms & Conditions

The detailed terms and conditions of the offer are as follows:

1. Remuneration & Recoveries

In consideration of the duties to be performed by you as **Relationship Manager - Corporate Sales** of the Company, effective upon the commencement of the term of your employment and subject to compliance with the requirements specified under Companies Act, including, but not limited to approval of the board of the Company, you shall be entitled to the following:

- (i) You will be eligible for total fixed pay of **Rs. 4,00,000/-p. a.** (Rupees Four Lakhs Only), which comprises Basic Salary, Allowances and all benefits including leased accommodation (rent and interest cost of security deposit, if any, valued @ 9% p.a.) retiral, etc. Your detailed compensation and benefit structure is given in the enclosed CTC Annexure.
- (ii) Additionally, you will also be eligible for quarterly sales incentive basis performance as per the plan to be worked out by the company. Appropriate performance parameters will be drawn up and intimated to you.
- (iii) All your emoluments to you shall be subject to deduction of income tax at source as per the



applicable tax laws and you will be solely responsible for paying all personal taxes arising out of your employment.

(iv) For reimbursement of shortfall in notice period pay, you are requested to advise the amount, which you need to pay to your present employer, to your Recruitment Manager before your resignation with your present employer to enable him / her to take prior approval from the Competent Authority. Post your joining, you are required to submit a certificate or letter from your previous employer stating the notice period days and amount, post adjustment of any leave accumulation, basis which we will process your request for reimbursements subject to the agreement with your recruitment manager at the time of your hiring. The details of the reimbursement are as mentioned in the "Notice period take over letter" enclosed in Annexure.

(v) All payments made to you shall be in the course or furtherance of your employment. Also, any other supplies including supplies such as gym membership, any insurance etc. if provided to you, shall be in the course or furtherance of your employment.

(vi) In case of any consideration receivable/ received from you, apart from employment terms, Goods & Service Tax (GST) shall be recoverable along with such consideration and the same shall be deposited to the government by the company.

2. Probation Period

You will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended up to a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the management. Thereafter, on failure to be confirmed in the service of the company, your employment shall be terminated on account of non-confirmation of service.

On satisfactory completion of probation / extended probation period you will be confirmed in the services of the Company. Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the formalities, which have to be fulfilled by you.

Notwithstanding what is stated above, the company reserves the right to confirm you in the services of the company even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

Separation during probation

On account of Resignation: During the period of probation, you may resign from the company, subject to acceptance of your resignation by the Competent Authority, for which you will be required to mandatorily serve a notice period of 30 days. You will not be permitted to adjust any accumulated leave at your credit including accruals against the notice period. However, waiver of the notice period (if any), will be at the discretion of the Competent Authority. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



Axis Pension Fund Management Limited

Axis House, 1111 C 411 044

Work Number: _____

ON LACONIA

D. Y. Patil Institute of Master of Computer

Applications and Management

Akurdi Page 411 044

AXIS PENSION FUND

On account of Termination: During the probation period, this contract of employment is terminable by the company by way of giving notice of 15 days' or on payment of salary in lieu thereof without assigning any reasons therefore.

3. Notice Period for Resignation

You may resign from the services of the company post your confirmation by serving prior written notice of 90 days. Adjustment of balance leave against the notice period will depend on the prevalent leave policy at the time of resignation. However, the final decision on the waiver of the notice period or the amount is at the discretion of the company and will be final.

Your employment may be terminated by the company upon service of 90 days' prior written notice or on payment of 90 days' salary and allowances (severance pay) in lieu thereof. The company reserves the right to terminate the services of an employee at a shorter notice or without any prior intimation and without notice pay.

Where any severance pay/any other allowances paid to you as a part of full and final settlement, before or after termination of employment contract, such payment shall be in relation to the employment.

4. Joining formalities

As part of the joining formalities you will be required to submit the copies of documents as mentioned in enclosed checklist Annexure. You will be required to sign necessary confidentiality agreement and any such documents required for complying with relevant regulatory requirements.

You are required to complete your joining and induction formalities within 45 days from the date of joining, failing which your salary after the first month shall not be released till the completion of the same.

5. Prohibition of Employees' Trades

As a Designated Person of Axis Pension Fund Management Limited (which includes all employees), you, your Immediate Relatives, and persons with whom you may have a Material Financial Relationship, either singly, jointly, or in capacity as a Member of a HUF, are completely prohibited from purchasing / selling Shares of any kind (including derivatives where underlying security are Shares), pursuant to the Policy for Prohibition of Insider Trading, Front Running and Self-Dealing ('Policy'). This prohibition shall not apply to shares allotted upon exercise of Employee Stock Options pursuant to an Employee Stock Option Scheme.

You are required to read and get yourself acquainted with the Policy, since any violation of the Policy will result in disciplinary action.

The Policy defines Immediate Relative and Material Financial Relationship as:

Immediate Relative shall mean the Spouse of a Designated Person, whether dependent or not, and shall include children and siblings of the Designated Person and his/her spouse who are either financially dependent

Annexure I

TOTAL PAY		
Component	per month	per annum
Basic	11,667	140,000
HRA	5,833	70,000
AMC's contribution towards PF	1,800	21,600
Statutory bonus	2,333	28,000
Position Allowance	11,700	140,400
Gratuity	561	6,731
Quarterly Sales Incentive	-	-
Total Pay	33,894	406,731

Gratuity: You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering years of continuous service with the organisation or any of the group entities. The value mentioned is as per prevailing regulation. Any change to the regulation may lead to adjustment of Gratuity values within the overall Fixed Pay values.

Gratuity: You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering 5 years of continuous service with the organisation or any of the group entities. The value mentioned is as per prevailing regulation. Any change to the regulation may lead to adjustment of Gratuity values within the overall Fixed Pay values.

	(Exec./Asst. Mgr./Dy. Mgr.)	(Mgr./Sr. Mgr./AVP/DVP)	(VP & Above)
Reviewable Allowances (against Bills)	These are optional and will be paid only on provision of actual bills		
LTA	Max 50000 pa	Max 1.0 L pa	Max 1.5 L pa
Telephone (Including Mobile) @ Residence including Broad band connection	Max 40000 pa	Max 50000 pa	Max 60000 pa
Sodexo Food coupons	Tax benefit available per month is Rs. 3,300/- i.e. Rs. 39,600/- pa. Limits cannot be changed.		
Petrol/Maintenance & Drivers Salary	Max 1.20 pa	Max 1.80 L pa	Max 3.0 L pa
<p>Note: The grade-wise limits mentioned in the Petrol/Maintenance and driver's salary are only in case the employee has opted for Company Lease Car policy.</p> <p>In case the car is in the name of employee in an individual capacity then the actual tax benefit available is as follows:</p> <p>1) Car Engine capacity up to 1.6 cc - Rs.32400 p.a. (Petrol/Maintenance Rs. 1800 and Driver's Salary Rs. 900)</p> <p>2) Car Engine capacity more than 1.6 cc - Rs.39600 pa (Petrol/Maintenance Rs.2200 and Driver's Salary Rs. 1100)</p> <p>Any amount claimed above these limits would be paid as taxable amounts</p>			



K. N. Nimbh
DIRECTOR

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

Axis Pension Fund Management Limited
Add: House, 24, Park Road, Park Road, Park Road, Park Road, Park Road
Work: Mumbai - 400025, Maharashtra India
CIN: U66025MH2012PLC181289



AXIS PENSION FUND

Annexure II – Benefits Package

The company also provides a host of benefits for its employees. The list of benefits is as following:

BENEFITS PACKAGE FOR EMPLOYEES		
BENEFIT	AMOUNT	REMARKS
Personal Accident Insurance Sum Assured	5,00,000	Only employee is covered in case of accidental demise, permanent disability, etc.
Group Term Life Insurance Sum Assured	60,00,000	Only employee is covered, and a part of the annual premium is borne by the employee
Group Mediclaim Sum Assured	8,00,000	Employees will be covered under the Group Mediclaim Insurance Policy along with a maximum of 3 dependents - partner (married or unmarried), unmarried children up to 25 years of age. Two additional dependents (parents/in-laws) can be added at a non-refundable premium.
Mobile Reimbursement	7,200	Charges towards official use



K.N. Nimbh
DIRECTOR
D. Y. Patil Institute of Master of Computer
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Annexure III

Sr. No	List of Documents for joining formalities
1	Acceptance copy of the AXIS AMC Appointment letter/ Bonus Letter
2	Acceptance copy of any other letter of AXIS AMC
3	1 Passport Size photograph for I Card and 1 postcard size photograph for welcome mail (should be in JPEG format and mailed to hr@axismf.com before joining)
4	Graduation/Post Graduation mark sheets &/or Passing certificate
5	Proof of date of birth
6	Address Proof (Existing Address as well as permanent address)
7	Passport Copy
8	PAN Card & Aadhar Card Copy
9	Axis Bank SB & Reimbursement Account Form
10	Statement of Annual holding as per the Insider Trading Regulation (Access/Non Access) as of joining date
11	Relieving Letter of the previous employer




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





Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: HR Team Opportunity - Lentra**Sanket Jagtap** <sanketj@lentra.ai>

Wed, Jan 18, 2023 at 6:44 PM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: Ashish Potdar <aashish@lentra.ai>, "Mrs. Sandhya Ingale" <sandhya.ingale@dypiu.ac.in>, PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Hi Sarah,



Please find attached internship offer letters for Ketaki Deshpande & Pratika Sail. We have already shared the same on their personal mail ids.

The start date would be Monday, 23 Jan 2023. The internship duration will be 5 months and PPO would be eligible depending upon performance during internship.

Thanks & Regards,

Sanket N. Jagtap | Lentra | Pune
020-68680000 | Cell: +91-7028803911
www.lentra.ai | Follow us on LinkedIn

(Quoted text hidden)

2 attachments **Internship Offer Ketaki.pdf**
323K **Internship Offer Pratika.pdf**
323K


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

Dear Pratika,

On behalf of Lentra AI (the Company), I am pleased to extend to you this offer of employment as an Intern. If you accept this offer, you will begin your internship with the Company on January 23rd 2023.

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

Furthermore, you will receive a monthly stipend of **Rs. 15,000** less applicable taxes if any.

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay or paid holidays. Your internship is expected to end, June 23rd, 2023. However, the Company reserves the right to terminate your internship at any time, with or without cause and with or without notice. In case you decide to terminate the internship, the same may be done by providing 30 day notice or an approval from your reporting manager to reduce the notice period.

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

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

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

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




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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Thank you| Feedback for further Improvement| D Y Patil Group of Institutes, Akurdi|

1 message

Sarah Dsouza <placements_mba@dypimca.ac.in>

Tue, Mar 14, 2023 at 11:19 AM

To: sheetal.jadhav@kirtanepandit.com

Cc: "suhrud.lele" <suhrud.lele@kirtanepandit.com>, "siddharth.k" <siddharth.k@kirtanepandit.com>, Nikita Roplekar <nikita.ropkar@kirtanepandit.com>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Dear Sheetal Ma'am,

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

We sincerely seek to extend our hearty gratitude to **Kirtane & Pandit** for the opportunity provided to the students of our campus in the 2022- 2023 Campus Hiring process.

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.

Link:

<https://forms.gle/CJi2rDZsXQsxWHz6A>

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

Warm Regards,

Asst. Prof. Sarah Dsouza

Training & Placement Officer - MBA

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

On Mon, Mar 13, 2023 at 4:07 PM <sheetal.jadhav@kirtanepandit.com> wrote:

Dear Sarah,

Thank you for the opportunity provided to Kirtane & Pandit to address your MBA Finance students.

Basis evaluation of the pre-placement questionnaire filled by students and in person interviews conducted; please find below the names of students we have shortlisted :

1. Rajashri Shinde
2. Omkar Waghmare



K. N. Nanda
DIRECTOR

Dr. P. V. Kulkarni, Ph.D., M.Tech., M.A., M.Com.,
Applications and Management
Akurdi, Pune-411 044

Kindly note that the above students have joined us on 11th March for the training program.

Regards,

Sheetal Jadhav

Senior Manager HR

Kirtane & Pandit LLP

Chartered Accountants

Cell : +91 99234 91536 | Tel : +91 20 67295100

5th floor, Wing A, Gopal House, Karve Road, Kothrud, Pune 411029, India | www.kirtanepandit.com |

Kirtane & Pandit (a Partnership Firm with Registration No. MPA-3441) converted into Kirtane & Pandit LLP (a Limited Liability Partnership with LLP Registration No. AAD-6418) with effect from 27th March, 2015.

"Save Paper, Save Earth, Save Next Gen"

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From: Sarah Dsouza <placements_mba@dypimca.ac.in>

Sent: 09 March 2023 17:51

To: sheetal.jadhav@kirtanepandit.com

Cc: suhrud.lele@kirtanepandit.com; siddharth.k@kirtanepandit.com; Nikita Roplekar <nikita.ropkar@kirtanepandit.com>; **PLACEMENTS DYP COE** <placements@dypcoeakurdi.ac.in>

Subject: Re: Opportunity for MBA Finance Students

Thank you for the update ma'am, I have informed the students.

Warm Regards,

Ms. Sarah



K. Nimish
DIRECTOR

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

On Thu, Mar 9, 2023, 11:05 AM <sheetal.jadhav@kirtanepandit.com> wrote:

PFA herewith the JDs for our requirement.

Also as discussed, please find below the details of our requirement:

- Conduct a preplacement drive by way of a questionnaire (interpersonal & technical) which students need to fill up and submit
- Explain the training model to students
- Assessment of the questionnaire by Kirtane & Pandit and shortlisting of students
- Conducting in person interviews of shortlisted students & final selection process for training
- In person Training will be starting wef 4th March 2023 on every weekend i.e. Saturday & Sunday for 6 hours per day at our Kothrud office in Pune
- Stipend of Rs. 1,000/- per day of training session attended will be paid to MBA Finance students
- Upon successful completion of training, students will be evaluated and will be presented for client interview.
- Upon selection by client, Kirtane & Pandit will offer a formal letter of employment to the students
- Students have to sign a bond for two years from the date of start of training
- Currently students will be placed at client location in Pune, however going ahead they may have to work at client locations PAN India
- Average CTC offered to students upon employment is 4.5 lpa.

Hope the above clarifies the requirement.

Do let us know in case you need any further information.

Regards,

Sheetal Jadhav

Senior Manager HR

Kirtane & Pandit LLP

Chartered Accountants

Cell : +91 99234 91536 | Tel : +91 20 67295100

5th floor, Wing A, Gopal House, Karve Road, Kothrud, Pune 411029, India | www.kirtanepandit.com |

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K. Nimbh
DIRECTOR

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

Date: 12th Jan 2023

To,
Ms. Rakhi Bhalke
Bhujbal Residency,
opposite to Gavhane Petrol Pump,
Alandi road, Bhosari-411039

Letter of Intent


Dear Rakhi,

We are pleased to inform you that we intend to offer you employment as **Associate Consultant** in our Mumbai Office on following terms and conditions.

1. **EXPECTED JOINING DATE:** Your expected joining date in the organization will be **February 1, 2023**.
2. **REMUNERATION:** Your starting remuneration package will be as follows:
Maximum Annual Compensation : **Rs. 4,50,000/- per annum**
Joining Bonus : **Rs. 50,000/-**
3. **COMPLETION BONUS:** Upon completion of 3 years, you will receive a Completion Bonus of **Rs. 1,20,000 (Rupees One Lac Twenty Thousand Only)**
4. **SERVICE BOND:** As e-Emphasys will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve e-Emphasys for a minimum period of 3 years.
5. **CONDITIONS:** Your employment is necessarily contingent upon the following conditions:
 - a. Only on successful completion of your academic course
 - b. The Position being open at the time of your expected joining dateYou will be given a formal Employment letter on your joining date upon fulfillment of above conditions
6. **VERIFICATION:** Your employment is necessarily contingent upon your
 - a. Submitting a medical certificate of fitness from a registered medical practitioner on commencement of employment.
 - b. Having furnished correct information regarding your past service and other academic degrees and other records.

We look forward to having you with us and providing you an opportunity to contribute towards the growth of the Company.

For e-Emphasys


Maneesh Mehra
Director- People Experience




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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter Of Intent - State Street HCL

1 message

Renu Todkar <ruutodkar7324@gmail.com>

Tue, Jan 10, 2023 at 3:52 PM

To: "placements_mba@dypimca.ac.in" <placements_mba@dypimca.ac.in>

Dear Ma'am,

Greetings of the day!

Kindly find below my offer letter for your reference.

Thank you,

Warm Regards,
Renu Todkar
MBA II
Div B
Roll No 94
DY Patil Institute of MCA & Management

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

From: Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>

Date: Fri, 23 Dec, 2022, 11:44 am

Subject: Letter Of Intent - State Street HCL

To: ruutodkar7324@gmail.com <ruutodkar7324@gmail.com>

LETTER of INTENT**Date - 23 December 2022**

Pune

Dear Renu todkar,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with

<https://mail.google.com/mail/u/0/?ik=c8cacca1dd&view=pt&search=all&permthid=thrash-15301754630537977710656&siml=msg-f%3A17546305379...> 1/2



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

1/10/23, 4:29 PM

Dr. D. Y. Patil College Mail - Fwd: Letter Of Intent - State Street HCL

the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansaj@hcl.com

Regards,

HCL – Talent Acquisition Team

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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 <shridha@hcl.com>, Tulika Bhandari <tulika.bhandari@hcl.com>, "Bhagyashree Vijay Waghchaure [External]" <bhagyashreevi.waghe@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



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Shift Allowance ^A	72,000	6000	72000	6000
Total	3,24,000	27,000	3,90,000	32,500

- Based on employees performance rating

* - Potential pay, Subject to meeting performance criteria

^A - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikeya Pansare

SR.Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K. Nimrod
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2 attachments

Date: 10-01-2024

Employee Code : H118342
Name : Riddhi Yadav Nagalwade
Location : PUNE

LETTER OF EMPLOYMENT

Dear Riddhi Yadav Nagalwade

We, Adecco India Private Limited "Adecco" are pleased to offer you an employment with our organization as **Assistant Analyst** for a fixed period of employment ("Contract"), on the following terms, conditions and understanding that:

1. Your appointment is effective from the date of joining i.e. **02-01-2024** and the term of your employment is valid up to **01-01-2025** unless renewed or terminated in writing by Adecco, as stipulated under the standard terms appended to this Contract.
2. You will be deployed at Adecco or its client's premises and you shall report to work on **02-01-2024** at 9:00 a.m. at **Faurecia India Private Limited, PUNE**.
3. Adecco may transfer you in any such capacity as deemed appropriate from time to time, at the instance of its clients or otherwise. In such event, you will be governed by the terms and conditions of service applicable to the new assignment or client. Notwithstanding anything mentioned in section 1 of this letter of employment, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
4. This Letter of Employment is subject to your successful completion of all requirements including BGV, training etc., as stipulated by Adecco or its clients from time to time.
5. Details of your remuneration/salary break up with components are enumerated as per the enclosure attached herewith.
6. Your appointment is for a specific period as stated above and no notice or pay in lieu thereof or retrenchment compensation will be payable to you at the end of the Contract tenure.
7. You will, with effect from 02-01-2024 be deputed by Adecco to work at the client's office/ premises at any of client's existing or new locations (either onsite or offshore). Should there be a change in the reporting location, you will be notified of the same at least a day in advance.
8. You are required to comply with the code of conduct or related policies of Adecco and the Client "Code of Conduct" where you will be deployed. You will be governed by the policies of the client's organization with respect to leaves, holidays and other establishment related policies. Adecco's code of conduct could be found at: <https://www.adeccogroup.com/our-group/about-us/code-of-conduct/>
9. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of Adecco, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net/gross salary /CTC reimbursement amount, if any, shall be credited to your savings bank account.
10. You are required to sign and share a signed copy of this Letter of employment as acknowledgment and acceptance to the terms hereon, either physically or digitally as recommended by Adecco from time to time. These terms and conditions would be deemed accepted /acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.




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

We wish you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding

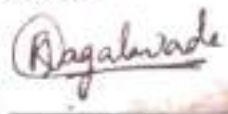


Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet, (ii) Standard Terms of Employment (iii) Consent Letter

I hereby accept the above-mentioned terms and conditions.

Name: Riddhi Yadao Nagalwade Signature: 

Date: 12/01/2024



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

COMPENSATION SHEET

Employee Code: H118342	
Name: Riddhi Yadao Nagalwade	
Designation: Assistant Analyst	
Compensation	Rs. Per Month
BASIC SALARY	15000.00
ADVANCE STATUTORY BONUS	2000.00
HOUSE RENT ALLOWANCE	6000.00
SKILL ALLOWANCE -(R)	4000.00
GROSS (SUB TOTAL A)	27000.00
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	942.00
EMPR INSURANCE GPA	35.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	3152.00
CTC (SUB TOTAL A+B)	30152.00
PROVIDENT FUND EMPLOYEE	1800.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1800.00
TAKE HOME (SUB TOTAL A-C)	25200.00

Annual CTC : Rs. 361824.00

Note:

- * Take home is subjected to all applicable statutory deductions like Professional Tax, Labour Welfare Fund, Income Tax etc.
- * The above break-up of total remuneration may be altered/modified without notice, due to change in applicable laws.

Visakh R G

Visakh R G
Head - Onboarding

Authorized Signatory
Adecco India Pvt. Ltd.,

Jubie Rosy

Jubie Rosy
Senior Manager - SSC

I hereby accept the above-mentioned terms and conditions.

Name: Riddhi Yadao Nagalwade Signature: *R Nagalwade* Date: 12/01/2024



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

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT:

1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, Adecco reserves its right to extend/renew your temporary/fixed term appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In the event, Adecco shall, in writing, extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment, you shall be governed by such terms and conditions as may be indicated therein.

1.2. It is specifically understood by you that during term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as Adecco or otherwise.

1.3. You shall be required to complete the joining formalities as per the list enclosed. These formalities are required as a part of compliance. You should therefore complete the said formalities immediately but not later than 10 days from the date of joining the service. You may please note that in the event you fail to complete the formalities within the stipulated time Adecco may be constrained and reserves the right to cancel/invalidate the appointment and relieve you from the service. Further the salary payable to you will be adjusted towards the dues. We expect you not to place yourself in such situation.

1.4. Your appointment is being made on the basis of the information/particulars provided by you in your application for employment and supporting documents therein. In the event, any information/ documents supplied by you, are found to be false, incorrect, or fabricated, your appointment will be deemed void and liable for termination without notice. Adecco reserves the right to take further legal actions including recover the payment made to you towards your remuneration during the term of employment.

1.5. In case there is any change in your residential address or salary account details, you are required to intimate the same in writing to us within three days from the date of such change and get such change recorded in Adecco's systems. Any failure by you shall release Adecco from any claims/obligations therein.

1.6. Salaries will be disbursed basis attendance inputs provided by the clients, therefore, it is imperative that you mark the attendance timely, as advised by client/policies, failing with applicable leaves or leave without pay may be triggered.

2. COMPENSATION:

2.1. You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.

2.2. You will be entitled to all applicable statutory benefits during the period of this Contract.

3. TERMINATION:

3.1. This Contract is terminable by either party by giving 30 days' notice in writing or salary in lieu thereof to the other party. However, acceptance of 'salary in lieu' is at the discretion of Adecco. Adecco reserves the right to waive off the notice required and it is further clarified and agreed that Adecco has the sole right and discretion to accept or reject the notice pay and insist you to work for the notice period, in case you are required to complete any project that you are working on at the time of your resignation. It is also clarified and agreed that you will be bound to complete all pending projects during the notice period and handover charge to your reporting manager. Handing over shall include completion of pending work, return of company's (Adecco or its Client's) assets not limited to laptop or any electronic devices, ID cards, etc. Any failure to the above shall entitle Adecco to withhold your relieving letter, or your full and final settlement or deduct such amount from your full and final payout or take necessary actions required under law for such recovery, without further notice.

3.2. At the time of termination of the employment, due to termination by either you or Adecco or upon the lapse of the term of employment, if there are any dues owing from you to Adecco, the same may be adjusted against any monies due to you by Adecco on account of salary, bonus or any other payment owed to you under the terms of your employment.



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

3.3 Adecco reserves the right not to accept the resignation in case of any proceedings/actions pending against you or that there are commitments for completion or other exigencies of work.

3.4 Absence for a continuous period of 5 days without prior approval of your supervisor (including over stay) would be deemed to be abandonment of employment by you, whereby you have relinquished your rights and claims on your employment and your services would automatically cease without any notice or intimation.

3.5 At the end of your tenure or on termination with the Adecco for any reason, you must return all items and documents, if any, failing which you will be held liable for the costs associated and appropriate legal action will be taken against you.

4. DISCRETION

4.1 Your employment is subject to you being certified medically fit by a registered medical practitioner.

4.2 During the period of this Contract, your services could be deputed at the sole discretion of Adecco to any of Adecco's clients to do work pertaining to or incidental to such client's business. Such deputation will be communicated to you by way of a letter from Adecco, and this will be effective from the date mentioned in such letter.

5. DEPUTATION

5.1 During the tenure of the deputation, you will continue to be an employee of Adecco and your compensation and applicable allowances shall be payable only by Adecco. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT

6.1 In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the client and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2 You shall also abide by any training that may be offered to you by the client.

6.3 You shall be bound to follow the working hours, shifts of the client's organization.

7. NON - DISCLOSURE

7.1 You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to Adecco or to the client, that you may come across in the course of your responsibilities either to Adecco and/or to the client or to anyone outside the client's organization and you shall use such confidential information only in connection with the services provided by you to such client.



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

9.2. Further upon the lapse of your term of employment with Adecco or earlier termination thereof, you shall have no right or claim against Adecco for continued employment and in this regard, Adecco does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duty/duties for the client either within the client's organization or outside it, and if you were at any time found indulging in such act/s, or found to have breached/violated any covenants of this Contract or the Code of Conduct, Adecco reserves the right to initiate disciplinary actions against you or take any appropriate legal actions as deemed necessary.

10. INDEMNITY:

10.1 You shall be responsible for protecting any property of the client entrusted to you in the due discharge of your duties and you shall indemnify the client and Adecco if there is a loss of any kind to the said property or on account of your failure to satisfy any of your obligations during your term of employment. You shall also indemnify Adecco and its clients and hold both parties harmless against any claims attributable to you during the term of this Contract. Both parties reserve the right to take necessary legal actions, including recovery against such damages caused by your acts and omission or in violation of the terms of this Contract.

11. DOCUMENTS:

As part of BGV validation and creation of employment record, you are required to provide certain documents but not limited to the following documents as mentioned in (1.3), on the day of appointment or within a 3 days of your reporting, to duty.

- Aadhar card for proof of identity, proof date of birth and proof of address
- Educational certificates
- ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
- PAN Card, Bank A/C details with proof
- Six passport size photographs
- Experience certificates and relieving letter from your previous employer (if applicable)
- Proof of your last drawn salary/pay slip (if applicable)

Any failure to the above shall be treated as per section 1.4 of this Standard Terms.




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

CONSENT LETTER

- Adecco India ("Adecco") may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco's Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) ("Adecco Policy") including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco's internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco's employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisers), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose, hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco's Data Protection Officer at legal.india@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco's Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco's future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco's treatment of your Personal Data, this consent form or any related matter, you may refer to Adecco's Data Protection Officer at: legal.india@adecco.com.
- For any government welfare scheme Aadhar is mandatory. Accordingly, by signing this explicit consent letter you hereby allow Adecco to collect your personal and sensitive details including Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: Riddhi Yadao Nagalwade

Signature & Date:

R. Nagalwade

12/01/2024



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

To

Rohit Somnath Dhume
Chintamani chawk,, Walhekar wadi road,
Maharashtra, India - 411033

Dear Rohit Somnath Dhume,

Greetings from BlueBinaries Engineering and Solutions Private Limited.

With reference to your application for internship with BlueBinaries Engineering and Solutions Private Limited

We are pleased to offer you an internship program. The overall duration of the internship will be 5 Month(s). The start date of internship will be from 16th Jan 2023.

During the course of Internship, we will be offering you the stipend of INR 10,000/-per month (INR Ten Thousand Only).

For any educational and career related reference your educational information has been added below.

Name : Rohit Somnath Dhume
Reg Number : 2052104271
Course : MBA
Academic Year : 2021 - 2023
Department : Marketing
College Name : DYPIMCA&M, Akurdi - Pune

Please provide your confirmation within three days from the receipt of this communication.
You would be reporting at the below mentioned address to location HR.

BlueBinaries Engineering and Solutions Pvt. Ltd,
Neil Rao Towers, Plot No - 117&118, Road - 3, EPIP
phase 1, Whitefield, Bengaluru - 560066

For BlueBinaries Engineering and Solutions Private Limited

Authorised Signatory

If the above conditions are satisfied/fulfilled, please sign and submit the copy to the HR.

Accepted: (Signature)

Date:

Place:



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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Campus Placement-2023 - BlueBinaries

13 messages

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in>
 To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>

Thu, Oct 6, 2022 at 5:14 PM

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

From: **Shilpa Prasanna** <Shilpa.Prasanna@bluebinaries.com>
 Date: Thu, 6 Oct, 2022, 9:54 am
 Subject: Campus Placement-2023 - BlueBinaries
 To: tpo@dypcoeakurdi.ac.in <tpo@dypcoeakurdi.ac.in>

Hi Heeresh,

Greetings!

It was a pleasure talking to you. Further to our discussion, we are happy to briefly walk you through, who we are, what we do, and what we have for your students.

BlueBinaries, an ideal launch pad for new talent and students to kick-start their careers in the most happening **MOBILITY** industry.

BlueBinaries, an automotive technology leader engineers Next gen mobility solutions such as software-driven vehicles, zonal architectures, electrification, shared mobility, etc. With an aim to steer the next phase of transformation in the vehicle ecosystem, we leverage our expertise in integrated product development, processes, and engineering skills. Fuelled by the agility to accommodate the dynamic transformation, BlueBinaries has carved a niche for itself as the most trusted partner for top mobility manufacturers in Diagnostic & EOL, E/E architecture, Digital cockpit, Electrification, ADAS/ Autonomous Driving systems, Lighting Systems, and Digital Mobility segments. As an end-to-end technology provider, BlueBinaries has the comprehensive expertise to shoulder our prospects and customers from start to finish, throughout product development life cycle, to build the automobiles for tomorrow. We have come a long way since our inception with an excellent record of customer and delivery excellence which made us stand out in the crowded market.

With a presence in India, USA, UK, and Europe, we work with global OEM/Tier 1s on their diagnostic transformation journey through a strong value system wherein the rhythm of 'Initiate. Inspire. Innovate' resonates with every stakeholder in our ecosystem. Know more about BlueBinaries at www.BlueBinaries.com

As we strive towards achieving bigger goals, we are planning to increase our talent tank by five times in the next 3 years. Recognized as the **Fastest Growing Indian Company by the International Achievers Conference** and as Start-Up of the Year, 2019 by Silicon India, our plans to bring some fresh young minds with a determination to make a difference, is part of our larger vision for core engineering from India.

We would like to associate with your esteemed college for the upcoming campus hiring program as we firmly believe that the quality education you imparted through various programs would make your Final year students an ideal fit for various roles with our organization.

BlueBinaries offer to Campus Hiring:

An excellent workplace that provides ample opportunities to innovate and work alongside industry leaders and a culture that helps them grow and prepares for bigger roles.

Eligibility & Criteria

- Students who have secured 65% and above in **Electronics and Communication Engineering, Electrical and Electronics Engineering or Automobile Electronics Engineering** are eligible to attend the interview
- Shortlisted candidates should go through various rounds of interviews which includes Aptitude test, Group discussion, Technical & Panel discussion
- The selected candidates will have to sign a bond with our company for two years



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

1/18/24, 2:07 PM

Dr. D. Y. Patil College Mail - Fwd: Campus Placement-2023 - BlueBinaries

- The job locations for the selected candidates will be at the sole discretion of our company on the basis of project requirements as we have our offices in Chennai, Pune, Bangalore, and Thiruvananthapuram.

Please note, that CTC on offer is 3.75 LPA for B Tech Graduates, 5 LPA for MBA candidates, and 5 LPA for MTech candidates.

Please help us understand the procedures to enroll with BlueBinaries for your Campus Placement program. We are happy to discuss further details on a call at a time that is convenient for you.

Looking forward to hearing from you soon.

Regards,

Shilpa Prasanna

Mobile: +91-994-519-4155

www.bluebinaries.com

Sarah Dsouza <placements_mba@dypimca.ac.in>

To: Shilpa.Prasanna@bluebinaries.com

Mon, Oct 10, 2022 at 10:19 AM

Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Heeresh Khatri <tpo@dypcoeakurdi.ac.in>

Hello Shilpa Ma'am,

Greetings of the day!

As discussed, kindly find attached the details and CVs of MBA 2023 students.

Please let me know the next steps 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

(Quoted text hidden)

2 attachments

BlueBinaries_2023.xlsx
16K

CVs_DY Patil.zip
9053K



K. Nimish

DIRECTOR

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

Shilpa Prasanna <Shilpa.Prasanna@bluebinaries.com>

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Mon, Oct 10, 2022 at 10:59 AM

Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>, Heeresh Khatri <tpo@dypcoeakurdi.ac.in>

To

Date: 2nd December, 2022

Rushikesh Undare

Subject: Internship Offer Letter

Dear Rushikesh Undare,

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **5th December, 2022** 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 a '**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 a week.
- Your first month's salary will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary.
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period.
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources




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, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

30th May 2024

Dear Mr. Raturaj Salunke,

Subject: Appointment as team Manager and Operations In-Charge

We are pleased to release the selection letter with respect to your appointment at All India Football Federation in development of futsal as manager of operations.
The contract will be of one year starting from effect on 1st June 2024-31st May 2025. During this period you will be earning a sum of Rs 35,000/- on monthly basis

Key Responsibilities:

Project Management:

Lead and coordinate the implementation of projects within the Technical Department, including but not limited to the FIFA TDS Program, Futsal, and Beach Soccer.

Futsal and Beach Soccer:

Oversee the planning and execution of Futsal and Beach Soccer programs, in collaboration with the relevant teams and partners. Coordinate competitions, events, and activities related to Futsal and Beach Soccer development.


Football Operations:

Manage day-to-day football operations, ensuring smooth functioning of administrative tasks within the Technical Department. Collaborate with other departments to facilitate seamless operations related to the assigned projects.

In terms thereof, the Committee of Administrators hereby appoints you manager and operations with effect from 1st June 2024, in keeping with the proposed Constitution and the Order.

In case of any queries, please do not hesitate to contact me, or any of the Committee members.

Regards,


Siddharth Nath,
Secretary, Committee of Administrators

All India Football Federation

[secretary.coa.aiff@gmail.com]




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

Football House
Sector 19, Phase I, Dwarka
New Delhi - 110 075
Tel.: +91 11 25508200
Fax: +91 11 25308134, 25308236
Email: aiff@the-aiff.com
Website: www.the-aiff.com
Twitter: https://twitter.com/IndianFootball
https://www.facebook.com/TheIndianFootballTeam/



Date: 10th October, 2023

Sanika Godbole

Pune, Maharashtra

Dear Sanika,

Congratulations!!

Flightcase IT Services Pvt. Ltd., (the "Company") is pleased to appoint you for the position of **HR Coordinator & Recruiter** on the following terms.

Your annual CTC compensation will be **Rs. 3,03,450/-** (Rupees Three Lacs Three Thousand Four Hundred and Fifty Only) per annum less required deductions and withholdings, paid monthly within the first three days of the month. Your joining is noted as **21st September, 2023**.

The Company may change your position, duties and work location from time to time as it deems necessary. Immediate location shall be Pune. The Company may also modify your compensation and benefits from time to time as it deems necessary, however, appraisal shall be at the end of the year post successful completing year. As agreed by you, we expect a minimum commitment of 2 years of service. Role and responsibilities has been explained to you and understood by you. As a Company employee, you will be expected to abide by Company handbooks, procedures, directions, rules, regulations and policies as may be in force and amended from time to time. You shall be required to undertake such traveling in and outside India as may be necessary in the interests of the Company's business or as may from time to time be required or directed by the Company in connection with or in relation to the business of the Company. You shall also devote sufficient time and attention to the business of the Company and shall use your best endeavors to promote its interests and welfare. During the continuance of your employment with the company, you shall not, without the prior written consent of the Company, directly or indirectly accept any role in any company outside without written permission from Flightcase (Company). The NDA has been understood, agreed upon and signed by you. It will be applicable from time to time as deems necessary. Upon exit, from the company, as per our NDA you shall not work for any of our clientele until post 12 months without prior notice/ intimation in writing.

You shall be required to perform the duties as may be entrusted to you by the Company and exercise the powers which may be required in the operations of the Company, as the Company may from time to time direct in connection with the business of the Company. You shall be required to exercise general control and responsibility for the management and execution of assignments handed over to you by the Company. The terms and conditions as per the offer letter remains constant, and no alterations would be made in the same.

In your work for the Company, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person to whom you have an obligation of confidentiality. Rather, you will be expected to use only that information that is generally known and used by persons with training and experience comparable to your own, is common knowledge in the industry or otherwise legally in the public domain, or is otherwise provided or developed by the Company.



Flightcase IT Services Pvt Ltd.

Registered Office & Operations Center

Incorp No : U72900PN2008PTC132078

Unit No C-401/402, Pune IT Park, Bhau Patil Road, Pune - 411 020

Telephone: - +91 20 67487878 || Web: <http://www.fltcase.com>

DIRECTOR

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

During our discussions about your proposed job duties, you assured us that you would be able to perform those duties within the guidelines just described, with no health concerns nagging you. You agree that you will not bring onto Company premises any unpublished documents or property belonging to any former employer or other person to whom you have an obligation of confidentiality.

After the successful completion of your probation, you may terminate your employment with the Company upon not less than 60 days' written notice at any time and for any reason whatsoever simply by notifying the Company. However, the Company may terminate your employment upon 30 days' written notice at any time, with or without cause/explanations. Non-performance will not be part of this exit clause and termination shall be at the discretion of Management. This at-will employment relationship cannot be changed except in writing signed by a Company officer.

Any dispute or differences (including as to whether such dispute or difference has arisen) between the parties in relation to the rights and obligations of the parties hereunder or in connection with the interpretation of anything contained herein shall first be discussed by both the parties in good faith with a view to amicably resolve such dispute or difference. If, however, the parties are unable to resolve the dispute or difference within a period of fifteen days from the date on which such matter was referred to them, the same shall be referred to a sole arbitrator, to be appointed by the Managing Director of the Company under the Arbitration and Conciliation Act, 1996. The language of the arbitration shall be English, and the place of arbitration shall be Pune. The parties agree that the decision of the sole arbitrator shall be final and binding. The arbitrator may award such interim relief's as deemed fit and shall have the right to award costs. The arbitrator shall be entitled to carry on "documents only" fast track arbitration and pass an award without assigning any reasons for the same.

This letter forms your complete and exclusive employment agreement with the Company. The employment terms in this letter supersede any other agreements, promises or representations made to you by anyone, whether oral or written.

The appointment letter is based on your acceptance of our earlier offer letter.

We look forward to your commitment and enjoyable work relationship.

Sincerely,

For Flightcase IT Services Pvt. Ltd.

Sanbortika Saha
Sanbortika Saha
Human Resources



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

sanika.g

Flightcase IT Services Pvt Ltd.

Registered Office & Operations Center

Incorp No :U72900PN2008PTC132070

Unit No C-401/402, Pune IT Park, Bhau Patil Road, Pune - 411020

Telephone: +91 20 67487878 || Web: <http://www.fltcase.com>



Dear Ms. Sayali Virkar,

Subject: Offer Letter as Business Development Executive

I am pleased to inform you of your acceptance for the position as **Business Development Executive**. You will be a part of our Sales and Marketing Team.

Your date of joining will be on 21st March 2023. You will be stationed at our Mumbai office.

You will be paid **15000/Month (Completely based on your target of 12 admissions)**. On the consecutive achievement of your targets, after the probation period of 6 months you will receive an appraisal based on your performance. After probation period your **CTC will range between 3 - 4 LPA**.

Your Roles and Responsibilities includes -

- Preparing marketing and sales strategies.
- Conducting extensive research on competitors' products and services.
- Creating and overseeing marketing campaigns.
- Participating in exhibitions and conferences organized by the company.
- Creating awareness of the products and services offered by the company.
- Ensuring the company meets the sales targets.
- Handling complaints of the clients.
- Negotiating the deals with the clients.
- Taking feedback from the clients.
- Creating marketing campaigns on social media platforms.
- Writing monthly reports on the performance of the campaigns.

Congratulations on this job.

Best Wishes,
HR Team,
Eduladdr.



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



Ref no: - 1/2023-24 (88)

March 1st 2023

To,

- 1) Mr Aniket Bundile,
Saroj Palace, vasudev nagar,
gawali pura, Akot. Dist. Akola - 444101
Mob: 8055058581
- 2) Mr Manoj Deokar,
5-6-1212, street no.9, kamgar colony,
chikalthana, Aurangabad 431001
Mob: 8407981765
- 3) Mr Shubham Nikam
At.Po. Naigaon Dattapur,
TQ.Mehkar Dist.Buldhana
Mob: 9657830086
- 4) Mr Mukul Khandve
RM-98/5 Shri Krushna Housing Society group
wadgaon kolhati Aurangabad-431136
Mob: 9011777855
- 5) Mr Krushna Shelar
Plot no 37, row no- Sakar Park Chya Morade Nagar
Rasbihari link, Nashik -422003
Mob: 9552252974
- 6) Mr Prasad Borkar
Gurudwara Colony, Near Akurdi Railway Station
Akurdi, Pimpri-Chinchwad 411044
Mob: 7066361047
- 7) **Mr Shashi Ranjan**
Village - Kanaudi, PO-PS- Gurna,
Dist-Gaya, Bihar Pin-824205
Mob: 9931143370



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



PROPERTY CLOUD
REALTY SPECIFIER PVT. LTD.

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

Subject: Common Offer letter

Congratulations!!

We are pleased to affirm your employment with **PROPERTY CLOUD REALTY SPECIFIER PVT LTD.**
Designate as **Management Trainee /Sr. Sales Executive** effective **23rd March 2023** in
Mumbai/Bangalore/Pune/Delhi, on the following terms and conditions:

1. Your Compensation will commence as per the confirmation from the company. You will be bound by all the rules and regulations of the company which are in force from time to time. Date of joining will be informed shortly.
2. Compensation: **Rs.7,10,000/-** consolidated and apprehensive (CTC) subject to deductions and withholdings as applicable and required by local, state and union statutes as and such other applicable contributions if any. The total will be given on 7th of every month.
3. Travelling Expense will be reimbursed for 2-Wheeler at actuals for official work only @Rs 4/ Km. If Vehicle is CNG then CNG bills has to be submit. There will be no reimbursement considered for travelling done from Residence to office or office to Residence.
4. Your Employment in the first instance will be up to 3 months' Probation. This period is liable to be extended for a further period at the sole discretion of the management depending on the assessment of your overall performance.
5. During this initial period, your employment can be terminated without any notice and without assigning any reason whatsoever.
6. 6 days working with 1 day flexible off in a week
7. If the employee reports after 10:00am he will be marked as late which will affect the employment period which can extend to 1 day off for 3 late marks (in a month) and after 3 late marks every late mark is considered as off. If the employee reports after 11am then it's a half day.
8. No leaves are allowed during the employment period if there comes a genuine situation the candidate needs to inform the concerned authority maximum 2 days' prior for the leave.
9. Under any circumstances, if you are terminated / leave organization without prior notice of 30 days then you're not eligible to get a **Certificate/relieving letter**, salary and incentives/performance incentives. In case if you are not serving 1-month notice period due to any reason you are liable to pay 1-month complete salary to the company as a compensation.
10. Your assignments are liable for inter/intra departmental transfer at the discretion of management.
11. You will submit two copy of your recent passport size photograph and Xerox copies of Pan Card, Aadhar Card, address proof, education and experience certificate on your commencement of your employment.



K. Nimbale
DIRECTOR

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

12. You will not engage in any work similar in nature to that of the company and / or in which you may for the time being engaged by the company and / or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise, without the prior approval from the management.
13. You are not allowed to create your own HIRA ID and do business either with your colleagues or with the clients. If found doing such inappropriate practices, strict legal action will be taken against the same and will be terminated from the company. You will not be eligible for any kind of remuneration.
14. You will not at any time publish, divulge, disclose or part any secrets of the company or information about its affairs or its clients that may come to your knowledge or possession during the course of your assignment. From the day of joining till the last working day you will not communicate any wrong or inappropriate information through message, whatsapp chat or social media against the company. However, strict legal action will be taken against the same.
15. You will not at any time during the tenure of your assignment with the company offer services or advice to any person directly or indirectly, which may harm the interests of the company.
16. Employees TD5 (Tax deducted at source) will be deducted as per under section 192 of Income Tax Act, 1961 if applicable.
17. You will maintain a high standard of discipline, efficiency, integrity and will extend your fullest co-operation to your colleagues and supervise the sub-ordinates working under you to the best of your ability.
18. On all matters you will be reporting to the concerned authorities or such other person as may be designated for the purpose.
19. You are expected to share most cordial interpersonal relations with your colleagues.
20. You will be whole heartedly devoted to the company's work and maintain high levels of integrity and loyalty. You are expected to positively contribute towards increasing the earnings of company and / or in reducing the cost / expenses you will foster team spirit and direct your efforts in building up goodwill and image of the company.
21. The company may change, alter, vary, amend, add to or delete from any or all of the terms and conditions of this letter of offer.



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

DIRECTOR

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

Salary Structure	P.M.	P.A.
Net Salary	27,000	3,24,000
Sales Incentive (Performance Based)	25,000	3,00,000
Project Incentives (Performance Based)	2,833	34,000
Pre Sales Incentives (Performance Based)	4333	52,000
CTC	59,167	7,10,000

Note: - On the above salary structure mentioned there will be deduction of Professional Tax (Rs.200/-) & Medical Insurance (Rs.160/-).

If the above mentioned terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter in token of your acceptance and return the same to us.

For Property Cloud Realty Specifier Pvt Ltd

Offer as Above Acceptance

Sign & Date:



K. Nimbh

DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Re: Offer of Employment - Business Development Associate - Panther Nails, Pune.

1 message

Group HRD <hrd@mdcgroupenterprise.com>

To: "placements_mba@dypimca.ac.in" <placements_mba@dypimca.ac.in>

Cc: "sumbe.shivani2401@gmail.com" <sumbe.shivani2401@gmail.com>

Fri, Jan 20, 2023 at 5:29 PM

Dear Sir / Ma'am,

With reference to the below mail trail, Your MBA student, Ms. Shivani Sumbe has been selected & confirmed for the position of Business Development Associate with Panther Nails, Pune. She will be starting her employment on 2nd Feb 2023.

Kindly take note of employment has been confirmed & cooperate with her in academic assignments & examinations. Looking forward to co-operation from you.

Regards,

Team HRD

MDC Group Enterprise [Panther Nails | Learn From Native | Rasik DnL | Rasik Stores]

From: Shivani Sumbe <sumbe.shivani2401@gmail.com>**Sent:** Friday, January 20, 2023 6:35 AM**To:** Group HRD <hrd@mdcgroupenterprise.com>**Subject:** Re: Offer of Employment - Business Development Associate - Panther Nails, Pune.

Hello Ma'am

Greetings of the day!

I Shivani Sumbe from D. Y. Patil Institute of MCA and Management Akurdi is accepting the offer for the role of Business Development Associate at Panther Nails. I will share all the required documents as mentioned in the email by Saturday 21st January 2023.

Thank you once again for the opportunity. I am eager to make a positive contribution to the company.

Regards,

Shivani Sumbe

Email - sumbe.shivani2401@gmail.com

Contact No - 7796693118

On Thu, 19 Jan, 2023, 5:11 pm Group HRD, <hrd@mdcgroupenterprise.com> wrote:

Dear Ms. Shivani Sumbe,

Congratulations!

We are pleased to inform you that our organization has found you eligible and we are delighted to extend this offer of employment on the position of Business Development Associate with Panther Nails, Pune.

Panther Nails is a promising venture and will provide you with a challenging and rewarding professional environment with ample opportunities for career development. We look forward to your joining.

Joining Date: on or before 2 Feb 2023**Office Time** - 9 AM - 6:30 PM**Designation:** Business Development Associate - One App CLM**Annual CTC:** 6 Lac (Fixed) per Annum as per below mandatory target achievement
DIRECTOR

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

Description	Target Time	Targets (in Lac)
Compulsory Target Achievement	First Month	2 Lac
Compulsory Target Achievement	2 nd , 3 rd , 4 th month	5 Lac per month
Compulsory Target Achievement	From 5 th Month onwards	10 Lac per month

Work Location: Work From Office, Customer office visit based on call.

Office Location: Panther Nails, Office No.2 & 3, CII Tower, SMJC Campus, Hadapsar, Pune

As a next step in the onboarding process, we request the following documents from you. Please submit the following documents as early as possible.

Document Title	Form	No. of copies
Last Education Certificates	Photocopy	01
Bank Passbook / Cancelled Bank Cheque (for NEFT Details)	Photocopy	01
Aadhar Card	Photocopy	01
Passport (if have)	Photocopy	01
Address Proof (Electricity bill)	Photocopy	01
Pan Card	Photocopy	01
Last Employment Appointment Letter or Internship Certificate, Relieving & Experience Certificates, 3 Months' Salary Slip, Form 16 (if applicable)	Photocopy	01 Each
Passport Size Photograph		01
LinkedIn Profile Proof	Photocopy	01

Again, we are excited to onboard you with us and looking forward to working with you, soon!

P.S. Please revert as a token of your acceptance of our offer. We would like to have your response by 20 Jan 2023.

In the meantime, please feel free to contact me, in case of any doubts.

Regards,

Team HRD

MDC Group Enterprise [Panther Nails | Learn From Native | Rasik DnL | Rasik Stores]



K. N. Nimbh

DIRECTOR

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

Internship Offer

Date: 6-June-2024

Dear Shraddha,

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

Your internship will begin on **7th June, 2024** and will extend to **7th June, 2025**.

You will be paid a stipend of **INR 20,000** 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,



Andrews Simon

Associate Principal – Human Resources

Accepted By

(Shraddha Tayade)

Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor
K Raheja Mindspace, Plot # 3
TTC Industrial Area, Thane Road,
Navi Mumbai - 400 708, Maharashtra
Ph: +91 (022) 4153 2777
www.eClerx.com




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

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]

Intern Convert to FTE

CalSoft Private Limited
Calsoft IT Park, 5, No. 103/10, Barchha (2)
Near Tatyasaheb Maharaj, Sakinaka, Mumbai
Pin: 400 001
Ph. No. : 020-55244444
www.calsoft.co.in
CIN: U72200MH1999PTC012690

Ms Shradha Sanjukumar Biradar
Pune

Date 9/20/23

Offer of Employment

Dear Shradha,

With reference to your interview with us, we are pleased to offer you a position of
Executive- HR in Calsoft Career Band A2 as per the terms and conditions given below:

- Your total fixed compensation per annum will be **Rs. 350,000.00 (Three Lakh Fifty Thousand)**.
- On joining, you will be required to complete all the joining formalities and sign the employment agreement.

This offer will stand valid till **10/9/23** and is conditional upon you complying with the following conditions:

- This offer is subject to satisfactory reference check of your credentials being conducted by the company, covering your educational qualifications, including certificates and other documents authentication etc.
- The Company reserves the right in the sole discretion of terminating your services after giving notice of 60 days or payment of 60 days in lieu thereof. Similarly, the Employee shall be at the liberty to resign from his services after giving notice of 60 days or payment of 60 days salary in lieu thereof if agreed upon by both the parties.
- The company shall have the right to terminate your service without notice, if the information given by you at the time of the interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse check of your credentials.
- You will seek no full-time employment 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.
- 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 became known to you, in course of your service or otherwise.
- While you are with us you will undertake to abide by all rules and regulation as per company policy.
- Your present posting will be at **Pune**. However, the company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter.
- Kindly confirm your acceptance of the above terms and conditions and date of joining, latest by **10/9/23**. In case we do not receive your acceptance in writing by the date mentioned above, this offer shall stand withdrawn automatically.



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

- Please bring the following documents, while reporting for duty.
- Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
- Copies of Permanent Account Number (PAN), Aadhaar Card, Passport (mandatory) and driving license, if any.
- 2 latest passport size color photographs of yourself.

Please report to the HR Department at 9:30 AM on the date of joining at the following address:

Calsoft Private Ltd.
Pune - S. No 320/1/C, Bavdhan (B), Tal - Mulshi, Pin - 411021

We once again welcome you aboard and look forward to working with you.

Thanking you,

Yours Faithfully,

For Calsoft Private Limited



Authorized Signatory



Signature of Acceptance




DIRECTOR

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

Other Benefits and Perks	
*Medical and Life Insurance	<p>a. <u>Group Medical Insurance</u> for Self, Spouse & 2 Dependents (2 dependent children upto maximum age of 21 years) - sum assured of INR 500,000 on family floater basis</p> <p>b. <u>Group Life Insurance for Self</u> - sum assured INR 600,000</p> <p>c. <u>Group Parental Insurance (Optional)</u>-Parental insurance with subsidized premium rates is provided with a sum assured upto INR 3,00,000 (floater) including 2 parents and INR 2,00,000 including single parent.</p> <p>Employees will have to pay the premium in 2 equal instalments post enrolment in policy. Premium rates are calculated basis the age buckets of these individuals. Details will be shared post your joining</p>
Statutory Benefits	<p>PF Scheme - PF contribution is done on 12% of the basic. There is an equal contribution of 12% which is made by the company towards the employee's PF.</p> <p>*Gratuity Scheme - Gratuity is payable in accordance with the provisions of the Payment of Gratuity Act, 1972</p>
Flexible Benefit Structure	<p><i>Flexible Components are governed by the tax benefit scheme. An employee can avail the tax benefit by producing supporting documents/ bills where ever applicable</i></p> <p>a. Leave Travel Allowance - 10% of CTC</p> <p>b. Food Card- It is a Personalized Visa Card, loaded on a monthly basis (Min. INR 1000 and max INR 2200 per month)</p> <p>c. Gift Card- Sodexo gift cards worth INR 5,000/- annually</p> <p>d. Vehicle Maintenance Reimbursement.</p> <ul style="list-style-type: none"> - For 2 Wheeler : INR 10,800 annually - For 4 Wheeler (1600 CC) INR. 21600 annually - For 4 Wheeler (above 1600 CC): INR 28800 annually <p>e. VPF - Calsoft provides VPF contribution option at employee will.</p>
Soft Loan financial assistance	<p>We provide interest free loans to employees upto a max of 2 months of gross salary or INR 2,50,000 whichever is less. This is subject to your tenure of min 1 Year with the company and demonstrating satisfactory performance. Details of the policy will be shared at the time of joining.</p>
Learning & Development	<p>Calsoft encourages,</p> <p>a. <u>Certification Reimbursement</u>: A single certification in a year capping upto 250\$ with subject to approval of PM & Director</p> <p>b. <u>M.Tech with BITS Pilani</u> : We provide complete fee reimbursement for Masters after the course completion</p> <p>Details of the policy will be shared at the time of joining</p>
All incidences of tax will be borne by the employee as per prevalent rules	

Please note: These benefits are subject to change as per management's discretion.



K. N. Nimbale

DIRECTOR

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



Confidential

Date: 26th November, 2022

Ms. Shravani Junjar
Address: H.No- 09,
Pune

LETTER OF INTENT

This is with reference to the interview held with you; we are pleased to issue you the letter of Intent with InvestoXpert, the details of which are as under:

Position	Relationship Manager-Trainee
Department	Sales
Date of Joining	28 th November, 2022
Location	Pune
Reporting To	AVP- Sales

This offer letter is subject to the following conditions:

1. Certificates of qualification.
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all educational documents.
6. Copies of Previous Employment.
7. Last 3 months salary slip.
8. Copy of C Cancelled Cheque or Passbook.

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of appointment, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of InvestoXpert Family. A separate standard appointment letter along with salary annexure will be issued to you on the day of your joining.

We look forward to welcome you aboard.

For InvestoXpert Pvt. Ltd.



HR Department

Accepted & Agreed


26/11/2022
Signature & Date




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

Salary Breakup

Components In Salary	Per Month	Per Annum
Basic	15000	180000
HRA	7500	90000
Special Allowances	7500	90000
Gross Salary	30,000.00	3,60,000.00
PF contribution by employee	1800	21600
PF contribution by employer	1800	21600
Total deductions	3600	43200
Net Salary	26,400.00	3,16,800.00
Retention Bonus	5000	60000
Indicative Incentive	5000	60000
CTC	40,000.00	4,80,000.00

Note: There is no limit of performance based incentive earning. The above mentioned incentive is an Indicative incentive.

- Retention bonus will be released after the successful completion of 1 year.




DIRECTOR

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



A-1 Fence Products Company Pvt. Ltd.

Corporate Identity No. U28990 MH2009 PTC 192329/2009 10

Corporate Office: 21, Raju Industrial Estate, Near Dahisar Check Naka, Dahisar
(E), Mumbai 401-104 Tel.: 022-2845 7540, 2843 7252 • Fax : +91-22-2845- 5014 • E-mail:
sales@a1fenceproducts.com

Website : www.a1fenceproducts.com

PERIMETER
SECURITY
SOLUTIONS

A-1 Fence Products Company Pvt. Ltd. - Fence and Fence-ability

Ref: A1/HR/OL/2023/21

Date: 20/12/2022

Sub: Offer Letter

To
Shubham Rahate,

Congratulations!
Welcome to A-1 Fence!

Post the assessment, we are pleased to offer you an opportunity as an intern for 3 months duration. You need to report on **15th January, 2023**.

You will be paid a monthly stipend of Rs. 5,000/- and 30,000 will be paid at the end of internship duration on the basis of performance rating which will be predefined by the Manager and HR. If your services are not found satisfactory during this period, the internship period may be extended further. The responsibilities and scope of work will be provided to you once you join the company. Based on your performance, if the company offers you PPO the CTC bracket would be between (4.00 Lakhs - 6.00 Lakhs).

You will maintain during the subsistence of your internship and thereafter complete secrecy with regard to Company's affairs/data and shall not disclose the Company trade secrets or any information regarding the Company's activities to any person or persons/entities outside the organization. If at any time, in the opinion of the Company (which opinion shall be final and binding on you) you are found guilty of dishonesty, disloyalty, disobedience, disorderly behavior, negligence, indiscipline or of any other conduct considered by us to be detrimental to the interests of the Company, your services may be terminated without any notice and without payment of any compensation in lieu thereof.

You are not allowed to undertake any other assignment apart from the said responsibilities with A-1 Fence Products Co. Pvt. Ltd. without initiating the Manager and the Management.

Kindly acknowledge duplicate of this OFFER LETTER as a token of your acceptance towards the terms and conditions.

Wish you all the very best.

Looking forward to have a mutually learning and engaging journey.

For A-1 Fence Products Company Pvt. Ltd.

Authorised Signatory

Works : Unit I : 35-36, Athal Industrial Estate, Athal, SILVASSA (D & NH) - 396 230. • Tel. : 0260 - 3292809

Unit II : Behind Soniwadi, Vankas Sub-Station Road, Sanjan, Dist. Valsad-396150, GUJARAT. • Tel. :

0260-2575766 Unit III : I.G.C., SIDCO, Phase II, Sambs, Jammu and Kashmir - 184 121. • Mob. : 0705 152 1761

Unit IV : Pimpri Chinchwad, Vayeshi, Pen-Khopoli Road, Tal. Khalapur, Dist. Raigad, MS-410 210. • Tel.: 02192-276 199



K. Nimrah
DIRECTOR

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

A-1 Fence Products Company Pvt. Ltd.

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

20. *1999-2000 Year-End Individual Estate Near-Dropout Check-Your-Numbers Worksheet* 10

$$= 0.43^{+0.04}_{-0.04} \times 10^{-12} \text{ erg cm}^{-2} \text{ s}^{-1} \times 4\pi \times (10^4 \text{ pc})^2 \times 10^{-10} \text{ erg cm}^{-2} \text{ s}^{-1} = 1.72^{+0.20}_{-0.20} \times 10^{36} \text{ erg s}^{-1}$$

● 2015 年 4 月 2 日 星期四

Date : 11th December 2023

Ref: HR/CL/2024-24

Name - Shubham Ashok Rahate

E code - 01085

Department- Marketing

Date of joining - 10-MAY-2023

Sub: Letter of Confirmation

Dear Mr. Shubham Ashok Rahate

We have pleasure to convey to you that you have completed your probation period successfully and the Management has decided to confirm your services w.e.f. 10-Nov-2023.

This confirmation is based on your performance during the probation period. We are sure that you will continue to contribute to the success of the organization as you have done in the past.

Please accept our personal congratulations on your employment confirmation.

All the terms & conditions of your employment shall remain the same as per your appointment letter.

Please signify your acceptance of these terms and conditions by signing the enclosed duplicate and submit the same to the HR department within 2 days of receipt of it.

Best wishes!

With Warm Regards,

For A-I Fence Products Company Pvt Ltd.



(Authorized Signatory)



K. Nimrod

DIRECTOR

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

[illegible][illegible]

Dr. S. S. Datta, Director, Department of Health, Government of India, New Delhi 110 002 • Tel. 23232323



07-May-2023
[Ref: HRGCO/ARGMP-23]

Shubham Bhaskar Nikam
At po nalgaon dattapur Tq. mehar Dist. Buldhana,
Buldhana,
Buldhana - 443301
Maharashtra

Dear Shubham Bhaskar Nikam,

Congratulations!

We are pleased to inform you that based on the interviews conducted, you are selected for the position of "Management Trainee" in our organization.

You are expected to report at our Head Office, Tirupati on 12-Jul-2023. We will further intimate you if there is change in the date of joining with us.

You will undergo training in our organization for a period of twelve (12) months.

During the period of training, you will be eligible for a total Stipend CTC of 4,00,093 per annum (Four Lakhs Ninety Three).

The detailed break up and description of the components of the above stipendiary package will be handed over to you with your letter of appointment on your joining our organization.

You are required to submit the following at the time of joining;

- Copies of all certificates along with originals relating to your educational qualifications and proof of date of birth which are required for verification.

Your selection as a Trainee in our Organization is on the premise that you will pass all the final academic exams and will get qualified as required. Accordingly, you will have to produce the certificates of pass to the Organization within a stipulated period which will be announced by the Organization, taking into consideration the time required for the academic exam results to be announced. In the event of failure to produce the certificates within the stipulated period, your training will automatically cease with the Organization.

- Three passport size and two stamp size photographs.



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K. Nimra
DIRECTOR

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

[Shubham Bhaskar Nikam]

07-May-2023

[Ref: HRGCO/ARGMP-23]

We request you to keep in touch with Mr. Hari Prasad. T. Assistant Manager - HR at navaprathibha@amararaja.com for further correspondence and process of your joining our organization.

This appointment is valid subject to your medical fitness.

Please sign and return the duplicate copy of this offer as a token of your acceptance of this offer.

Looking forward to a long lasting and mutually rewarding relationship with you.

Welcome to Amara Raja Family!

Sekar. J

Associate Vice President - HR



I accept the terms and conditions of this offer letter.

[Shubham Bhaskar Nikam]

Date: 03-05-2023

In case of any clarifications on offer, please feel free to contact:

Mr. Hari Prasad. T

Assistant Manager - HR

Ph #: 0877-2265000 Extn No: 7392 | M#: 99490 35482

Note: All the components mentioned in the offer will be administered as per the terms & conditions detailed in the respective policy/scheme.



DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Letter Of Intent - State Street HCL

1 message

shubham deshमुख <shubhamod2707@gmail.com>
To: placements_mba@dypimca.ac.in

Mon, Jan 8, 2024 at 1:08 PM

Dear ma'am,
Please find letter of Intent for your reference in trailing mail.

Thank you for your support

Thanks & Regards
Shubham Deshmukh

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

From: Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
Date: Fri, Dec 30, 2022, 11:12 AM
Subject: Letter Of Intent - State Street HCL
To: shubhamod2707@gmail.com <shubhamod2707@gmail.com>

LETTER of INTENT**Date – 29 December 2022**

Pune

Dear Shubham Chandrakant Deshmukh,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

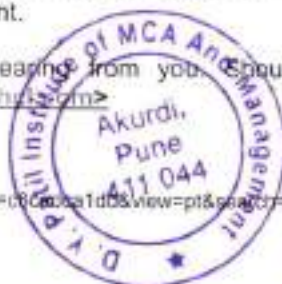
The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company 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 look forward to hearing from you. Should you have any query, please do not hesitate to contact <kartikeyasati.pansa@hcl.com>



(68)

K.N. Nimbale
DIRECTOR



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)				
Component	Year 1 (Analyst)		Year 2 (Senior Analyst)	
	Annual	Monthly	Annual	Monthly
Salary (Cost to Company)	2,40,000	20000	Upto 3,00,000	25000
Incentive*	12,000	1000	18000	1500

DIRECTOR

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

Shift Allowance [^]	72,000	6000	72000	6000
Total	3,24,000	27,000	3,50,000	32,500

- Based on employees performance rating

* - Potential pay, Subject to meeting performance criteria

[^] - Employees are eligible if their shift starts after 4.00 PM IST

All eligible Analysts will be auto-promoted after One year

Other Key aspects :

- Cab facilities provided for all employees (door pickup and drop)
- Security guards will accompany female employees in cab
- All eligible employees will be auto-promoted after One year

Kartikya Pansare

SR.Executive - TAG

HCLTech

Supercharging Progress™

hcltech.com

Mob: +91 8149446515



K.N. Nimbh
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 opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

2 attachments

Offer Letter

03rd October 2023

Shubham Aher
Akurdi,
Pimpri - Chinchwad,
Pune

Sub- Your Application for the post of Management Trainee.

Dear Shubham,

We are pleased to offer you employment at SS Eduks Management Consultants Pvt. Ltd. We feel that your skills and background will be valuable assets to our team.

As Per our discussion, the position is as Management Trainee your starting date will be on or before 03rd October 2023, and you will be on 3 months of probation.

Your Monthly Salary will be Rs.15,000/-.

If the above offer is acceptable to you, please sign the second copy as a token of acceptance.

We look forward to welcome you as a new employee at SS Eduks Management Consultants Pvt. Ltd.

Sincerely,

For SS Eduks Management Consultants Pvt. Ltd.



Managing Director



DIRECTOR

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

03-10-2023



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Placement Drive

Nidhi Tiwari <nidhi.tiwari@maxedutech.in>

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Fri, Nov 4, 2022 at 5:03 PM

Cc: Yogesh Goske <yogesh.goske@maxedutech.in>, PLACEMENTS DYP COE <placements@dypcoeakurdi.ac.in>

Hi Sarah,

Hope you are doing well !!

Thank you for helping us in successfully completing entire hiring process.

I would like to inform you, that we have selected two students among 5.

List is below:

Shushma Patil as an HR operations.

Shweta Saroj as an HR operations.

We would like to give them joining from Monday i.e 7/ 11/ 2022.

Please help us with further steps, accordingly I can share appointment letters and look forward for on-boarding process.

Best Regards

[Quoted text hidden]




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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Placement Drive

11 messages

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in>

To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>, "Mrs. Sandhya Ingale"

<sandhya.ingale@dypiu.ac.in>

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

Fri, Oct 21, 2022 at 1:15 PM

Dear Sarah / Sandhya,

Please do the needful.

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

From: Nidhi Tiwari <nidhi.tiwari@maxedutech.in>

Date: Tue, Oct 18, 2022 at 4:00 PM

Subject: Placement Drive

To: <tpo@dypcoeakurdi.ac.in>

Cc: Yogesh Goske <yogesh.goske@maxedutech.in>, <sanjay@maxedutech.in>, <surya@maxedutech.in>, <nikita.guhe@maxedutech.in>

Hello Heeresh Sir,

Hope you are doing well !!

PFA Job Descriptions.

As discussed, I am sharing Job Descriptions for your reference, as mentioned we have openings in **Sales/ Marketing , Operations , Admin/ Coordination , BPO and in HR** domain.

We are looking forward to conduct Placement Drive in November first week at your Collage to find potential talent.

Please review the JD's and let us know when we can have Placement Drive.

Eligibility Criteria and Salary range differs for all roles , details are mentioned in Job Descriptions accordingly.

Sharing the link below , you can explore the company profile.

<https://www.maxedutech.in>

Please review the table below :



K. Nimra
DIRECTOR

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

Department	Position	Salary Range	Eligibility Criteria	Desired Skill Sets	Openings
Sales	Education Counsellor	2.4 LPA + Incentives,	Graduate / MBA in relevant degree.	1. Good Communication Skills. 2. Convincing Skills. 3. Rapport Building. 4. Cold Calling.	8
Marketing/ BPO	Tele-Caller	2 LPA + Incentives	Graduate/ MBA in relevant degree.	1. Good Communication Skills. 2. Rapport Building. 3. Good Voice Modulation.	8
HR (Corporate Relations)	HR Placement	3 LPA	MBA in HR / BBA in HR	1. Vendor Management. 2. Sourcing Knowledge. 3. Company tie-ups. 4. Presentation Skills for conducting Soft Skill Seminars. 5. Knowledge to conduct Inductions.	2
Admin/ Operations	Admin / Course Coordinator	2 LPA	Any Graduate.	1. Management Skills. 2. Soft Skills. 3. Spontaneous / Active. 4. Enthusiastic. 5. Quick Learner. 6. Multi task management.	5

For selected candidates joining will be immediate and there will be 3 months of probation period, dependent on the performance we will offer them FTE positions.

They will be eligible for salary and incentives from the very first month of joining. Training will be provided according to the department.

Salary will be revised dependent on the performance and company's appraisal / increment policy.



K. N. Nimrod
DIRECTOR

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

Conditional Letter

Shweta Shitalkumar Vagyani

Date: March 20, 2023

7248919258

Dear Shweta ,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. **4,00,000 (annual)** + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check .
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion: Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.


DIRECTOR

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

Akuri, Pune 411 044

Registered Office: D.Y. Patil Institute of Master of Computer Applications and Management Private Limited, 210/C-1/1, 2nd Floor, Amber Tower, Vishal Industrial Complex, Azad Pur - 110 033
Corporate Office: Stanza Living 20th Floor IREQ Grand View Tower, Sector 58, Golf Course Extension Road, Gurugram, Haryana - 122102
Contact: 011 4301 9901 | Email: hr@stanzaliving.com | Website: www.stanzaliving.com | CIN: U45309DL2017PTC313505



We request you to send the below listed documents at dhairya.rogha@stanzaliving.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card
2. Aadhar Card (Front and Back Side)
3. 10th Marksheet & 12th Marksheet
4. Graduation/Post Graduation Marksheets.
5. No Objection Certificate from College/ Institute or Provisional Degree.
6. Bank Details/Cancel Cheque.
7. Signed Conditional Letter.

Note: - Please Submit all the documents converting them into a single PDF

Please accept our conditional offer letter and return a signed copy to us at dhairya.rogha@stanzaliving.com. Please feel free to contact in case of any queries to Dhairya Rogha @ +91 7289040505

Thank you again for your prompt attention to the needs outlined in this offer.

We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.

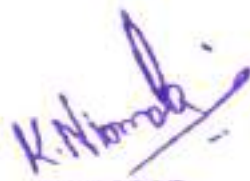


Rajat Mehta

Vice President- Human Resources

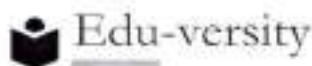
(Signature)

Shweta Shitalkumar Vagyan



DIRECTOR

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



Offer letter - Valid till 28th September,
2022

21st September, 2022

Dear Suraj Chaudhari,

On behalf of AMG Technologies LLP, a parent company of Edu-versity; I am pleased to offer you the position of **Business Development Associate**. We believe your skills, aptitude, and interests are consistent with the opportunities for growth in the organization.

Our team is our biggest strength and we take pride in hiring the best and the brightest. We are confident that you will play a significant role in the overall success of the venture and wish you the most enjoyable, learning-packed, and truly meaningful experience at AMG Technologies LLP.

The date of your joining us is 07/11/2022 at the following terms of engagement as outlined below.

Also, you are requested to submit the following documents prior to the date of your joining:

1. 2 passport size photographs
2. Copies of educational/professional certificates till date.
3. Copy of Bank account details/passbook
4. Copy of Aadhar Card and PAN

We welcome you to the AMG Technologies LLP family and look forward to a mutually beneficial association.

Working Hours - The working hours of the firm are 11:30 AM to 9:30 PM, six days a week with a lunch break from 2 PM to 4 PM. We do not follow Flexi hours, so it is mandatory to complete the working hours. The week offs will be provided on any working day between Monday to Friday, as per the discussion with your reporting manager once your training of 10 days has been completed.

Absence from work - Stipend will not be paid for periods of unauthorized absence.

Location - Work From Home during the probation period of 6 months.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which is reasonably consistent with your position.

Your appointment is contingent to no adverse findings against reference and background checks including education, employment history and other checks as applicable. Your employment is also contingent upon your ability to work without restrictions (i.e. you do not have any non-competence clauses or any restrictive clauses with any previous employer).

If you are absent from work for more than 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your employment without notice.

Your individual remuneration is confidential between you and the company. It has been determined based on numerous factors such as your job, skills specific background and professional merit. This information and any changes made therein should be treated as confidential.

Mahaveer Sankar, HCR Sector 2, Bangalore - 560022
+91 8904436058 / hr@edu-versity.in

CIN: ABA-2893 | GSTIN: 29ABXFA2818Q1ZD




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

Confidentiality - In the ordinary course of your probation/employment you will be exposed to information about the business of the Company, its clients, and customers, which is confidential or commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Employment - You will be on a probation period for 6 months and the organization has the right to terminate/relieve the employment during this period based on your performance.

You will be issued the formal **Letter of Appointment** after 6 months of your joining that will be completely based on your performance during the period of your probation. In case of failure to join your duties by the date mentioned, the management reserves the right to cancel this offer.

Compensation - Your Cost to the Company (CTC) after completion of your probation period is as mentioned in Annex A.

Your compensation during the probation period shall be INR 12,000 per month as fixed. You shall also be eligible for an incentive up to INR 6,000 (Based on performance). The components, fixed or variable, completely depends on the evaluation done by the higher management.

Additional Earning Opportunities - You would be subjected to a hike in compensation based on your performance.

Restriction After Termination of the probation/employment - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the probation/employment. To protect the interests of the Company you are bound by a 3-month non-solicitation clause wherein you will not entice or solicit or assist another intern/employee of the Firm.

Intellectual Property - You agree that during your probation/employment the work of art, any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.

Data Protection - Ensuring the protection of our data is a requirement of the job. You shall ensure that -

- You do not disclose any personal data without prior written approval,
- You do not access information that you are not authorized to view,
- You do not access systems and IT infrastructure that you are not authorized to use,
- You do not treat personal data carelessly,
- You secure all printouts away when not in use,
- You do not share your passwords with any unauthorized person.

Resignation - During the period of probation/employment, you are required to give the company at least 1 month's notice in writing. In case, the notice period as per the terms of the probation/employment is not served, pay in lieu of the notice period would be deducted from the final settlement dues to the employee.

Termination - Post confirmation, except where your employment is terminated on the grounds of Gross Misconduct, you are entitled to 1 month notice period from the company or pay in lieu of the notice period.

Training - Whenever the management of the Company considers it necessary, you will be provided on the job training for specific job/business processes. The cost of the training shall be borne by the Company and you shall endeavor to put in your best to gain the knowledge and skills imparted during the training sessions. You will be required to work with the company for a minimum of 3 months post the initial training of 10 days is completed. We shall be deducting INR 2,000 for the first 3 months from your remuneration as a security deposit from the date of your joining. If you decide to leave the company before 3 months, you will not be



V. Nimrod
DIRECTOR

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

Personal Data - Consent

In consideration of being employed by AMG Technologies LLP, I agree as follows:

AMG Technologies LLP may collect, process, and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks.

In this regard, AMG Technologies LLP may, amongst others, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

Acceptance - I accept and I am ready to agree to the above mentioned terms.



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP


DIRECTOR

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

Employee Name:

Sign:

entitled to this security deposit. However, after successful completion of 3 months post-training, the company will reimburse this deposit of INR 6,000 in your salary of the 4th month.

Acceptance - You hereby accept the terms of employment. Please sign the offer letter in duplicate and return us one copy



K. N. Nimbale
DIRECTOR

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

A handwritten signature in black ink, appearing to be "Abhishek Srivastava".

Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP

Employee Name:

Sign:

ANNEXURE A

Designation: Business Development Associate
Location: Bangalore

*Kindly note, for the 6 months of probation period, the role is completely remote i.e. WFH. Once the candidate gets the full-time employment appointment letter, he/she will have to join us in the office i.e. located in Bangalore.

COMPENSATION:

The total CTC opportunity offered by the company for full time employment as a Business Development Associate is ₹ 6,00,000/-. Please find the break-up details below.

Cash Components (A)	
	Annual (INR)
Basic Salary	₹ 2,40,000.00
House Rent Allowance	₹ 84,000.00
Conveyance Allowance	₹ 18,000.00
Medical Allowance	₹ 9,000.00
Telephone Allowance	₹ 9,000.00
Fixed Cash	₹ 3,60,000.00
Variable Pay Component (B)	
Employee Performance Pay	₹ 2,40,000.00
Total CTC Opportunity (A+B)	₹ 6,00,000.00

*Based on your performance, the monthly salary amount may vary.

**The company reserves the right at its discretion to adjust the program terms or cancel terms or otherwise modify the program at any time.



Best Wishes,
Abhishek Srivastava
Chief Executive Officer
AMG Technologies LLP




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

Sign:

31st May 2023

Job Confirmation Letter

Dear Suraj Sirsat,

Antraweb Technologies is pleased to offer you the position of "**Business Development Executive-Antraprenuer**" on Performance based Revenue arrangement. We are very excited about the potential you and your experience bring to the table.

Your commencement date in this position is **05th June 2023** for Pune Location. On day of joining you will get your login detail on your personal mail. Appointment Letter will be released to you within one week of your joining.

Pay-out to you will be released on Monthly basis. Weekly Earning will be overall 27% on the Net value of Total Sales. However you will be eligible for fixed pay mentioned in the table mentioned below. Calculation of Earning will be cumulative in nature.

Particular	Monthly Fixed
Joining W/O Belt	10000
White Belt	25000
No Bleeding	30000
1 Month <=100%	
3 Months <85%	
6 Months <70%	
9 Months <50%	
12 Months <35%	
15Months =27%	
Less than 30%	35000

Please signify your acceptance for this offer within 2 days by signing the same. If you do not join on the said date, we would consider it as Offer Drop.

If you have any further queries do not hesitate to contact us.

Antraweb Technologies Pvt Ltd congratulates you on your confirmation and wishes you well in your position.

Yours Sincerely,
Ms. Kanacka M Paatil
Sr. Team Lead-
Human Resource



K. Nimbh

DIRECTOR

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

I accept the above mentioned terms and conditions on confirmation to the position

(Signature & Date)



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Placement Drive

Nidhi Tiwari <nidhi.tiwari@maxedutech.in>

Fri, Nov 4, 2022 at 5:03 PM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Cc: Yogesh Goske <yogesh.goske@maxedutech.in>, PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Hi Sarah,

Hope you are doing well !!

Thank you for helping us in successfully completing entire hiring process.

I would like to inform you, that we have selected two students among 5.

List is below;

Shushma Patil as an HR operations

Shweta Saroj as an HR operations.

We would like to give them joining from Monday i.e 7/ 11/ 2022.

Please help us with further steps, accordingly I can share appointment letters and look forward for on-boarding process.

Best Regards

[Quoted text hidden]



72

K. Nimrah

DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Placement Drive

11 messages

Heeresh Khatri-TPO, DYPCOE Akurdi <tpo@dypcoeakurdi.ac.in>

Fri, Oct 21, 2022 at 1:15 PM

To: D Y Patil Institute of MCA and MBA <placements_mba@dypimca.ac.in>, "Mrs. Sandhya Ingale" <sandhya.ingale@dypiu.ac.in>

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

Dear Sarah / Sandhya,

Please do the needful.

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

From: Nidhi Tiwari <nidhi.tiwari@maxedutech.in>

Date: Tue, Oct 18, 2022 at 4:00 PM

Subject: Placement Drive

To: <tpo@dypcoeakurdi.ac.in>

Cc: Yogesh Goske <yogesh.goske@maxedutech.in>, <sanjay@maxedutech.in>, <surya@maxedutech.in>, <nikita.guhe@maxedutech.in>

Hello Heeresh Sir,

Hope you are doing well !!

PFA Job Descriptions.

As discussed, I am sharing Job Descriptions for your reference, as mentioned we have openings in **Sales/ Marketing , Operations , Admin/ Coordination , BPO and in HR domain.**

We are looking forward to conduct Placement Drive in November first week at your Collage to find potential talent.

Please review the JD's and let us know when we can have Placement Drive.

Eligibility Criteria and Salary range differs for all roles , details are mentioned in Job Descriptions accordingly.

Sharing the link below , you can explore the company profile.

<https://www.maxedutech.in>

Please review the table below :

**DIRECTOR**

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

Department	Position	Salary Range	Eligibility Criteria	Desired Skill Sets	Openings
Sales	Education Counsellor	2.4 LPA + Incentives	Graduate / MBA in relevant degree.	1. Good Communication Skills. 2. Convincing Skills. 3. Rapport Building. 4. Cold Calling.	8
Marketing/ BPO	Tele-Caller	2 LPA + Incentives	Graduate/ MBA in relevant degree.	1. Good Communication Skills. 2. Rapport Building. 3. Good Voice Modulation.	8
HR (Corporate Relations)	HR Placement	3 LPA	MBA in HR / BBA in HR	1. Vendor Management. 2. Sourcing Knowledge. 3. Company tie-ups. 4. Presentation Skills for conducting Soft Skill Seminars. 5. Knowledge to conduct Inductions.	2
Admin/ Operations	Admin / Course Coordinator	2 LPA	Any Graduate.	1. Management Skills. 2. Soft Skills. 3. Spontaneous / Active. 4. Enthusiastic. 5. Quick Learner. 6. Multi task management.	5

For selected candidates joining will be immediate and there will be 3 months of probation period, dependent on the performance we will offer them FTE positions.

They will be eligible for salary and incentives from the very first month of joining. Training will be provided according to the department.

Salary will be revised dependent on the performance and company's appraisal / increment policy.



D. Y. Patil Institute of Master of Computer Applications and Management
Akurdi, Pune-411 004

P.S = We do not charge anything for Placements.

We are looking forward to conduct this Drive in November 1st week.

Hope to hear back from you soon!!

Thanks and Regards

Nidhi Tiwari

HR EXECUTIVE



#79, Above Firstcry Showroom,

Opp to Kohinoor Restaurant, MG Road,

Camp, Pune : 411001.

Contact no- +91- 9321766261

web: www.maxedutech.in

An ISO certified 9001:2015

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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

4 attachments



K. Nimish
DIRECTOR

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

Date: 27th Oct 2023

Swapnil Rajendra Poman

Snehal Building, Near F3 Turf, DY Patil College Rd, Sector 32 A, Nigdi, Pimpri-Chinchwad, Maharashtra
411033

Dear Swapnil,

OFFER LETTER

With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of **Post Graduate Trainee** under the Apprentices Act 1961 as per below terms and conditions:

Duration of Training: One Year.

Stipend: INR 29,167 per month (INR 3,50,000 per annum).

Benefits:

- Mediclaime: You will be entitled to Mediclaime for self plus 5 dependent family members as per the company policy.
- During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.

You are advised to join us by **October 31, 2023**. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos.
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

We would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Yours sincerely,

For Johnson Controls (India) Private Limited

Director – Human Resources

For Acceptance Name and Signature with date


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

KIRTANE & PANDIT

4th September 2023

Ms. Tania Singh
Plot no. 11 flat no. 301, 3rd floor,
Shri Kunj apartment,
Sant Gajanan society, Manish Nagar
Nagpur 440015.

Sub: Appointment Letter

Dear Tania,

This has reference to your interview with us.

We are glad to offer you the position of an "Analyst" from 4th September 2023.

The terms of your engagement with Kirtane & Pandit LLP Chartered Accountants (KPCA) are as follows:

1. Terms of Employment:

- 1.1 You agree that you will faithfully and to the best of your ability carry out the duties and responsibilities communicated to you by the client. You shall comply with all Firm policies, rules and procedures at all times.
- 1.2 You will be required to work at a client location depending upon the requirements of assignment. You will be communicated the from time to time in this regard. Further, the Client may conduct your interview for suitability to proposed assignment.
- 1.3 Once your allocation for the assignment is confirmed by the Client, the client will provide you training on the specific job role and you would be required to perform your duties as per the guidelines given by the client. You may have to work on a similar job role for any of our other client/s as per our requirement. The terms of your employment will differ while working for different clients.
- 1.4 You may be required to provide job specific training to new team members identified by us to carry out similar job roles during the lean period or as and when required.
- 1.5 Your employment with KPCA shall also be subject to all the other rules and regulations of the Firm regarding office procedures, ethical behavior and HR Policies that may be in force from time to time.

Kirtane & Pandit LLP - Chartered Accountants
Pune Mumbai Nashik Bengaluru Hyderabad

Regd Office: 5th Floor, Wing A, Gopal Heights, E/No. 127/1B/1, Plot A1, Opp. Hattelai Mall, Railway, Pune - 411 038, India. Tel : + 91 20 2251103 / 25432104
www.kirtanepandit.com | Email: kpcal@kirtanepandit.com



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

- 1.6 You will keep the Firm informed of any change in your correspondence address and contact details.
- 1.7 Your Employment will automatically get confirmed after the probation period of 3 months.
- 1.8 The Firm reserves the right to make reasonable changes to any of your terms and conditions of employment and will notify you in writing of any such changes. Following notification, the changes will constitute formal variations to your terms and conditions of employment.
- 1.9 You will be liable to transfer in the same capacity or such other capacity that the Firm may determine to any other location, department, branch, establishment or place of business of the Firm. In such cases, you will be governed by the terms and conditions of employment prevailing at the new placement location.
- 1.10 You continue to be under a bond for a period of one year from the date of start of employment. In the event of termination, the Firm may, at its sole discretion, decide to release you from the said bond before the expiry of such a period of one year. In this scenario, clause 3.1 will be applicable and the decision of the firm will be final and binding on you.

2. Salary

- 2.1 You will be paid CTF (Cost to the Firm) of Rs. 5,00,000/- (Rupees Five Lacs Only) per annum. The breakup of your salary is attached herewith in Annexure A.
- 2.2 You will be eligible to claim a weekend allowance @ Rs. 2,000/- per day on every weekend day i.e., Saturday and Sunday in case you are required to work on these days. The applicability of this clause will differ while working with different clients and the firm's decision will be final and binding on you.
- 2.3 The firm may, at its sole discretion, bear the cost of your accommodation and food, as it deems fit, until such a period that you are working on specific client assignment allotted to you but not beyond completion of the assignment.
- 2.4 You hereby agree that the decision of the firm in respect of Point 2.3 will be final and binding on you.

3. Termination

- 3.1 Your employment can be terminated by the Firm by giving notice of not less than thirty days in writing, or salary in lieu of such notice. However, if you are working on any assignment or assignments during the notice period, such assignment or assignments must be completed to the satisfaction of the Firm, before you are relieved from your services.
- 3.2 Your services can be terminated on basis of "Misconduct" as specified below:

"Misconduct" besides as regulated by ICAI includes but is not limited to –

- (a) absence from service without notice in writing or without sufficient reasons for seven days or more;
- (b) going on or abetting a strike in contravention of any law being in force
- (c) disclosure of confidential information, violence, theft, racial or sexual harassment
- (d) rudeness to customers or business contacts and
- (e) causing damage to the property of the employer




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- 3.3 If, at any time, during your service with the Firm, you are found guilty of commission or omission of any act or any misconduct prescribed above and if the same is found to be misconduct in the opinion of the Firm, the Firm shall have the right to terminate your employment from the Firm without giving any notice or payment of any amount in lieu of notice.
- 3.4 Upon termination of your employment, in whatever circumstances, you shall deliver to the Firm all effects belonging to the Firm including but not limited to, all files, documents, diaries, notes, notebooks, manuals, correspondence, tools, and other materials whatsoever.
- 3.5 Pursuant to the formal letter confirming your Employment, in case you wish to leave your employment, you are bound and liable to give at least ninety days' prior written notice to the Firm. This clause is also applicable while you are on probation period. In case you fail to serve the due notice period upon resignation or if you are found absconding, for any reasons, the firm may, at its discretion, undertake legal action against you.
- 3.6 In case of termination, you hereby agree that on receipt of such a notice, the Firm has a right, but is not bound to pay you wages in lieu of such notice for a period of thirty days and your services shall on such payment stand immediately terminated. This clause is also applicable while you are on probation period.
- 3.7 By accepting this appointment, you authorize the Firm to deduct from your pay including your final salary on termination any sums which you may owe the Firm including any overpayment of salary or bonus/commission and any loans or floats made to you by the Firm.
- 3.8 You will not indulge in any services with KPCA clients for a period of one year from the end of termination of services.

4. Confidentiality Pledge

- 4.1 You shall not, at any time, whether during your probation or after your Employment is formally confirmed, during such Employment or after the termination of your Employment, disclose, divulge, make public, impart or make use of whatsoever for your use or for any other purpose any information including but not limited to the business or affairs or research carried out or administration of the Firm, its Clients, or suppliers, whether the same may be confined to you or become known to you in the course of your employment with the Firm or otherwise to anyone other than as directed by or with the consent of the Firm or in so far as may be required by a Court of competent jurisdiction. You shall uphold the interests of the Firm to the best of your ability and shall do nothing to prejudice them at any time whether during or after the termination of this employment Agreement. If required by the Firm, you shall execute separate documents or agreements in relation to such matters with the Firm.
- 4.2 Your employment by the Firm creates a relationship of confidence and trust between you and the Firm with respect to any information of a confidential or secret nature that may be learned by you during the period of your employment by the Firm and which a) relates to the business of the Firm or b) to the business of any customer or supplier of the Firm, or has been created, discovered or developed by, or has otherwise become known to the Firm and has commercial value in the business in which the Firm is engaged (hereinafter called "Proprietary Information"). By way of illustration, but not limitation, Proprietary Information includes trade secrets, processes, algorithms, formulas, computer programs, data, know-how, training manuals, Checklists, inventions, improvements, techniques, product specifications, schematics, marketing plans, strategies, forecasts, pricing, commercials, and customer lists.




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4.3 You will have access to confidential information that is the property of the Client. You are not permitted to disclose this information to anyone other than the authorized person at KPCA/Client.

4.4 In order to safeguard the data, you will not process any data for your own purposes. During the continuance of your employments and thereafter, you will keep all secrets and will not divulge to any person, firm or company whomsoever (other than the stakeholders of this Firm or their authorized representatives) all such secrets or confidential information of any description acquired by you while in our employment, concerning the business or affairs of the client or any of its associates or branches and their clients.

4.5 You shall not at any time during the Term, or after termination or expiry of your appointment, disclose to any person any confidential information concerning the business, affairs, customers, clients or suppliers of the KPCA.

5. Restrictive Covenants

5.1 You shall not, during the Period of Employment and one year after the termination as stated in below hereof:

(a) solicit or endeavor to entice away from or discourage any dealing with the Firm any person who was, at any time during the period of one (1) year preceding the date of termination, a supplier, customer, client of the Firm or endeavor to influence in any way the relationship between any supplier, customer, client, employee or the Firm;

(b) supply or provide any services to any person who was, at any time during the period of one year preceding the date of termination, a supplier, customer, client of the Firm;

(c) Solicit or endeavor to entice away or discourage from being employed by the Firm an employee of the Firm, whether or not such person would commit a breach of contract by reason of leaving employment;

(d) Take any action which is prejudicial to the name and/or trading position of the Firm which would or could cause damage to the Firm, its clients, or any employee of the Firm.

5.2 You shall establish and maintain appropriate business standards, procedures and controls to ensure that no conflict of interest arises out of its performance. You shall not accept or engage in any assignment that would be in conflict with its prior or current obligations to KPCA or its clients, or that may place you in a position of not being able to carry out the Employments in KPCA's best interests.

6. Anti-Corruption Law

You will represent, warrant and undertake that you will fully comply with the Anti-Corruption Laws as may be applicable; and will not do, or omit to do, any act that will cause KPCA to be in breach of the Anti-Corruption Laws.

7. Intellectual property rights

KPCA or Client shall assign to you their respective IP or data. KPCA will reserve the right to sue for and recover damages or other relief from you in respect of the infringement of such IP or data. You shall take necessary precaution to protect such IP and data of KPCA and/or its Clients. Nothing in this Agreement shall be deemed to transfer or license any rights of use or ownership of any trademarks pertaining to the client or KPCA.




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Akurdi, Pune-411 044

8. Obligations and General Duties

- 8.1 You shall at all times report to and be responsible to the Firm and shall exercise reasonable professional skill in the performance of your duties.
- 8.2 You shall at all times well and faithfully serve the Firm and use your best endeavors to promote the Firm's interests. You shall devote the whole of your time, attention and abilities to the affairs of the Firm in accordance with such instructions as you may receive from the Firm from time to time.
- 8.3 You shall abide by the laws and customs of the Territory (land under the jurisdiction of a state).
- 8.4 You shall be advised from time-to-time of the extent and scope of your authority to commit the Employer to third parties.
- 8.5 If you are placed at Client site, you shall abide by the rules and regulations issued by the client where you are engaged at and you shall at all times apply and maintain the highest standards of personal conduct and integrity.
- 8.6 You shall not at any time, for any reasons, absent yourself from your duties without the consent of the Client and the Firm.
- 8.7 You shall at all times both within and outside of working hours conduct yourself in a proper and fitting manner towards the Firm and its clients/customers and duly and properly observe, obey, comply with and adhere to in all respects all local laws, rules and regulations for the time being in force.
- 8.8 You shall not directly or indirectly share, discuss or publicize your compensation details, in full or part, with any person in or outside the firm other than those authorized to do so.
- 8.9 You shall not accept any gift, benefit or cash, except of nominal value and as a business courtesy, from any person or entity which is involved in any way with the Firm.

9. BUSINESS EXPENSES

All expenses incurred by you in connection with carrying out your duties and which are reimbursable by the Firm must have the prior written authority of the Firm and you shall adhere to any business expense policy of the Firm in force at the time. The Firm shall not be bound to refund expenses to you if they have not been duly authorized and/or are not properly documented with the provision of valid and receipted bills/invoices.

You are requested to acknowledge all the above terms by providing a signed copy of this letter.

Yours faithfully,

For Kirtane & Pandit LLP
Chartered Accountants

Deepa Kalra

Deepa Kalra
Global HR Head



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

DIRECTOR

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

INTERNSHIP LETTER
(STRICTLY CONFIDENTIAL)

Ref: FTPL/HRD/IL/2023-2024/Oct 16, 2023/184

Date: Oct 16, 2023

To,

Ms. Tanuja Shaikh

Address : D/O Alif Gulam Shaikh, Gandhi Chowk,
MU po Ta. Mohol, Anagar, Solapur, MH-413214,,

Email Id: shaikhtanualif423@gmail.com

Dear Tanuja,

With reference to your application and subsequent interview conducted for the post of **Recruitment Intern**. We have pleasure to inform you that your credentials are matching our requirements.

Hence, we are pleased to offer you the position of "**Recruitment Intern**" on the terms and conditions which have been mutually discussed and agreed upon.

This internship is valid subject to your joining us on or before "**Oct 3, 2023**" or the internship stands cancelled.

1. Designation: "Recruitment Intern"
2. Working Days and Hours:
 - a. Working Hours: (IST): 10:30 AM to 7:30 PM (Work-Timings are flexible and subject to change based on Client/Project requirements).
 - b. Working Days:- Monday to Saturday
 - c. Break-Time: Tea/Dinner Break: 1 hour
 - d. Your Working hours and Days will be based on Project and Client requirements, which shall be informed to you by your Reporting Manager or HR time to time and you accept to work in such work-timings mentioned by your Manager. Your daily working hours, holidays and leaves shall be as per the Company policy as amended from time to time.
3. You will be on internship for a period of three (3) months from the date of your joining.
4. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the recruitment and functional skills (as applicable) associated with your position together with the core values of the Company including but not limited to, honesty, integrity, conduct, teamwork and positive attitude. Failure to perform as expected may result in the termination of your internship.

Futurism Technologies Pvt. Ltd.

Futurism House, Survey No. 105, Amba-Bhamburda,
Bypass Highway, Baner, Pune - 411045



+91 (020) 27133000
info@futurismtechnologies.com
www.futurismtechnologies.com
Akurdi, Pune-411 044

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K. Nimrah

DIRECTOR

Futurism Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



5. If you successfully complete your internship in the first instance with consistent performance records over the last 3 months, Management shall decide if the internship needs to be converted to a permanent role in the Company. The decision will be solely based on the company's discretion based on the business needs during the time of hire. The pay roll conversion will be communicated to you through formal written communication viz email or intimation letter. Any extension of internship or termination will also be communicated to you in writing.
6. **Internship Stipend:** You will be paid Internship Stipend **INR Rs 8,000/- per month (In words Rupees Eight Thousand Only Per Month)**.
7. **Salary:** After successful completion of 3 months of internship, based on "**consistent performance**", we may hire you on permanent role with a **CTC of INR 3 LPA (2,50,000 Fixed + 50,000 Variable Pay)**.
8. **Location:** Your job location at present will be at Baner, Pune and can be changed as per business need of the Company.
9. **Confidentiality:** As a condition of internship at the Company, you will be required to sign the Company's standard form of Non-Disclosure/Confidentiality Agreement which forms part of your contract of internship with the Company from the date of joining to protect the Company's and its client's rights in the information and materials developed by you or disclosed to you during the course of your duties.
10. **Code of Conduct:** You are required to sign Code of Conduct and follow the same in your day-to-day conduct as an intern of the Organization.
11. **TERM OF INTERSHIP:** The term of this Internship Agreement shall be for a period of three months, commencing "**Oct 3, 2023**" and terminating after three months. However, to prior termination as provided in this Internship Agreement. At the expiration date the internship shall stand ceased and terminated unless renewed in writing subject to business needs of the Employer.

You understand and agree that termination of internship with or without notice at the end of this period shall not give rise to any claim for unfair dismissal by virtue of the fact that internship has been terminated by Employer at the end of the internship fixed term period.

12. Termination of internship:

- 1 If you wish to resign from the Internship of the Company, you need to serve and give the Company 7 days' notice in writing,
- 2 Above mentioned Notice period is non-negotiable and non-purchasable.

- 13. Background Check:** As a policy, the Company conducts background check of all new interns. Your appointment and your continuation in internship are subject to receiving satisfactory reports from a Background check, which shall include Medical Check and interviewing past and current



employers, checking Employment & professional references, verifying the information being provided. If any information or representation is found to be incorrect or if the background verification report is found to be unsatisfactory, the Company reserves the right to cancel this Internship immediately without notice and Compensation.

14. Internship Validity:

- i. This Internship is valid subject to your joining us on or before Oct 3, 2023 or the Internship stands cancelled.
- ii. This Internship Letter is valid for a period of 1 Business Day from the date of issue. We need a written communication on your acceptance and date of Joining within 1 Business day or else the Internship stands cancelled.
- iii. Unless the Date of Joining you have committed to us is extended through prior intimation and the same is communicated to you in writing by Futurism Technologies, the internship stands withdrawn after the stipulated date.
- iv. This Internship is valid subjected receiving satisfactory report from your Background check Clause as mentioned above.
- v. This Internship is valid subject you provide the documents as mentioned in List of Documents attached with this letter.

Along with this letter is the List of Documents attached which is mandatory to furnish for our records. Kindly sign this letter and return the same (one set) to us signifying your acceptance of our internship.

Sincerely,

For FUTURISM TECHNOLOGIES

Saily V

Saily V

Head HR

Acceptance by the recipient:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted internship with the company and the terms and conditions set out in this letter.

Date:

Signature:

K. Nimish

DIRECTOR

Futurism Technologies Pvt. Ltd.
Futurism House, Survey No. 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 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899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 1074, 1075, 1076, 1077, 1078, 1079, 1080, 1081, 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1912, 1913, 1914, 1915, 1916, 1917, 1918, 1919, 1920, 1921, 1922, 1923, 1924, 1925, 1926, 1927, 1928, 1929, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940, 1941, 1942, 1943, 1944, 1945, 1946, 1947, 1948, 1949, 1950, 1951, 1952, 1953, 1954, 1955, 1956, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964, 1965, 1966, 1967, 1968, 1969, 1970, 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2

B) KPI: Recruitment Target:

During the internship program your performance will be evaluated on the basis of the below criteria:

- Sourcing 10 qualified resumes on daily basis.
- You need to close 3 positions on monthly basis.

NOTE:

- The Targets shall be measured every month for Performance purpose.
- Intern needs to take care of the Transportation on their own.

If the terms and conditions mentioned in this letter are acceptable to you, kindly sign on the copy of this letter.

Sincerely,

For FUTURISM TECHNOLOGIES

Saily

Saily V.

Head HR

Acceptance by the recipient:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted internship with the company and the terms and conditions set out in this letter.

Date:



Signature:

K. Nimish

DIRECTOR

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

Akurdi, Pune-411 044

List of Documents: It is mandatory to furnish the following documents (Xerox Copy) for our records.

Note: Need to show original documents/certificates, while submitting Xerox copies.

1. Educational certificates. (SSC, HSC, Degree & Post Graduation).
2. Xerox Copy of Aadhar Card, Pan Card and Passport.
3. Permanent and Current Address Proof: (If both the Address are different than provide separate proof for the same): Ration Card, Latest Electricity Bill, and House Lease Agreement).
4. Latest Certificate of Fitness from Family Doctor
5. 5-passport size photograph.
6. 1 ID Proof of any one of your family members for nominee



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

DIRECTOR

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

Futurism Technologies Pvt. Ltd.

Futurism House, Survey No. 105, Mumbai-Bengaluru
Bypass Highway, Baner, Pune - 411045

☎ : +91 (020) 67120700

✉ : info@futurismtechnologies.com

🌐 : www.futurismtechnologies.com



To, Training and placement
co. ordinator
Sarah D'souza

Subject :- Request for Exemption from placement
List

As a student at your college from 2021-2023.

My name is Mansi Milind Kadam

I might not able to attend my batch's placement
cycle because I wanted to do some more
courses.

And Now i am working in Deloitte.

I want to thank our college placement team
for their successful placement.

My Stipend is 10k and after my post my CTC will
be 9 LPA.

Regards Sincerely

Mansi Milind Kadam

Batch 2021-2023.

Roll No - 80.



72
K. Nimra

DIRECTOR

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

Deloitte Shared Services India LLP

Mumbai

One International Centre, Tower 3, 27th-32nd Floor,

Senapati Bapat Marg, Elphinstone Road(W)

400013

Tel: +91 2261854000

Fax: 02261854001

www.deloitte.com**February 15, 2024****Ms Mansi Milind kadam****604 C wing, New police quaters near juhu garden santacruz west****Mumbai****Maharashtra, 400054- India****Contact No.: 8268432177****Dear Mansi Milind kadam****Placement as Intern**

With reference to your application for a project work assignment as a part of your graduation study, we are pleased to inform you that you are being allotted a project work assignment in the **Human Resources** Department of **Enabling Areas** Function of our Organization in **Mumbai** location from **February 19, 2024** to **August 18, 2024** on the following terms and conditions:

1. You will be assigned a Manager under whose supervision you will work on the project assigned to you.
2. You will be paid a monthly stipend as described in Annexure A. Please note that the tax will be deducted on the stipend amount.
3. You shall complete your project in accordance with the requirements and guidance of the Manager of the Organization, and maintain qualitative standards as required.
4. Notwithstanding the fact that your engagement is internship, for your study purpose. It is expected of you to maintain the discipline, dignity, honor and goodwill of the Organization.
5. The arrangement is not that of an employer and an employee and as such you shall not be eligible to any allowances or other benefits as may be available to the employees of the Organization.
6. You will observe the rules & regulations and discipline of our office, and also maintain complete confidentiality and secrecy of the matters pertaining to our Office and/or any data that has been provided to you in the course of your project work. You will be permitted to attend any classes in the college at the discretion of the Manager if so called for during the period of your project assignment.

**DIRECTOR**

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

7. On completion of your internship you will be required to submit to the talent team a copy of your project, which will be the sole property of the Organization.
8. In the event of any misconduct or breach of terms of this internship on the part of the Intern during the internship period; the Organization reserves the right to terminate this internship immediately without any notice.
9. This internship engagement can be terminated by either parties subject to providing a prior written notice of at least 1 month.

Accepted,

BNI



Authorised Signatory

Badari Narayana
your acceptance)

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

(Please sign and date

Mansi Milind kadam

Conditional Letter

Uday Anil Bhosale

Date: March 20, 2023

8805168737

Dear Uday,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. **4,00,000 (annual)** + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check .
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion: Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.



Annexure-I



DIRECTOR

D. Y. Patil Institute of Master of Computer

Applications and Management

Akurdi, Pune-411 044

We request you to send the below listed documents at dhairya.rogha@stanzaliving.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card
2. Aadhar Card (Front and Back Side)
3. 10th Marksheet & 12th Marksheet
4. Graduation/Post Graduation Marksheets.
5. No Objection Certificate from College/ Institute or Provisional Degree.
6. Bank Details/Cancel Cheque.
7. Signed Conditional Letter.

Note: - Please Submit all the documents converting them into a single PDF

Please accept our conditional offer letter and return a signed copy to us at dhairya.rogha@stanzaliving.com. Please feel free to contact in case of any queries to Dhairya Rogha @ +91 7289040505

Thank you again for your prompt attention to the needs outlined in this offer.

We look forward to having you as part of our team and believe you will find this opportunity both challenging and rewarding.



Rajat Mehta

Vice President- Human Resources

(Signature)

Uday Anil Bhosale



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



Sarah Dsouza <placements_mba@dypimca.ac.in>

FINAL PLACEMENT OFFER AT FUNDSROOM FOR MANAGEMENT AND FINANCE DOMAIN.

pooja shedge <pooja.shedge@fundsroom.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Wed, Nov 16, 2022 at 6:51 PM

Hello Sarah,

Greetings from Fundsroom!

It was great collaborating for the interview drive with D. Y. Patil Institute of Master of Computer Applications and Management, Akurdi.

We are glad to announce the selected list of students for the role of Team Leader who will be reporting on **18th Nov at 10:30 a.m.**

Selected Students :

- 1) Abhishek Shinde
- 2) Tania Singh
- 3) Vaishnavi Dhar
- 4) Shubham Deshmukh
- 5) Mukesh Khandve
- 6) Shubham Nikam

Looking forward to the onboarding process.

Thank you.

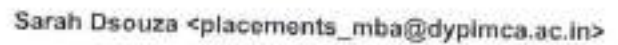
[Quoted text hidden]

 Fundsroom. Part_1.png
6K

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



11 messages

Sat, Nov 12, 2022 at 1:28 PM

Greetings from Fundsroom!

This is in regard to the recruitment drive conducted by Fundsroom Investment Services at your prestigious institution.

About the Company: Fundsroom is a Fintech platform registered under STARTUP INDIA and is one of the fastest emerging startups in the Fintech domain in the Maharashtra region. Fundsroom provides one single platform for all major investment asset classes ranging from **Stocks**, Mutual funds, Digital Gold, Insurance, Real estate, and Banks. Essentially we bridge the gap between the customers and service providers through our platform. Fundsroom is a registered startup under AMFI, BSE, NSE, and Start-up India.

Internship Details: Attached with the email.

1. MBA / PGDM
2. Marketing and Finance Background students

- **Position:** TEAM LEADER and HR INTERN.
- **Duration:** 2 months
- **Working mode:** Work from OFFICE
- **Working Hours:** 10 a.m. - 6 p.m.
- **Stipend range:** Rs 30,000 (2 months)
- **With a Package of 4.5-7.5 LPA** (considering the performance)
- **Performance Based Certificate of Appreciation or LOR.**

We are looking forward to the candidate who is keen on working with the startup culture in the finance and marketing domain where their major job role will be divided into two parts

1. Business development [market research, customer need, analysis, Customer acquisition, etc.]
2. Domain research and analysis [Financial research into stock market, portfolio management, Content marketing, and Data & business analysis]

Positions Open: There is a requirement for **15** candidates the count can go up to even up to **20** if we find the best-fit candidates during the recruitment process for the analyst.

NOTE: The successful completion of the internship can lead the candidate to avail of the **Pre-Placement offer** as per the performance of the batch, the company would float the requirement for **FINAL PLACEMENTS** from the institution.

Telephonic round (Audio Call) interview will be conducted based on the JD and Case Study. The final round will be conducted in the office.

Other details: Expected responses by 15th Nov 2022.

We are looking forward to having long-term collaboration with your esteemed organization and looking forward to your response.

Please Revert us with your interest list with resumes to take the process forward by 15th Nov 2022.

Yours Sincerely,

<https://mail.google.com/mail/u/0/?ik=c0a1ca1dd&view=pt&ui=ai&permthid=thread-f1749276346161628&simthid=f17492763401611...>

107

7/12/24, 2:34 PM

Dr. D. Y. Patil College Mail - FINAL PLACEMENT OFFER AT FUNDSROOM FOR MANAGEMENT AND FINANCE DOMAIN.

Pooja M.Shedge
HR Manager



+918446874534
Pune, Maharashtra
<http://www.fundsroom.com>

TEAM LEADER.pdf
519K

Sarah Dsouza <placements_mba@dypimca.ac.in>
To: pooja shedge <pooja.shedge@fundsroom.com>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Sat, Nov 12, 2022 at 2:48 PM

Hello Pooja,

Greetings of the day!

Thank you for reaching out to us.

I have tried calling you but have received no response. This is to inform you that we have MBA students for the profile shared by you.

Requesting you to please connect so I can start the registration process immediately.

I am available at @ 7588289056

Thank you!

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

[Quoted text hidden]



DIRECTOR

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

pooja shedge <pooja.shedge@fundsroom.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>
Cc: PLACEMENTS DYPCOE <placements@dypcoeakurdi.ac.in>

Mon, Nov 14, 2022 at 5:18 PM

Date: 26th November, 2022

Ms. Vaishnavi Sharma
Address: 194/850,
Pimpri

LETTER OF INTENT

This is with reference to the interview held with you; we are pleased to issue you the letter of Intent with InvestoXpert, the details of which are as under:

Position
Department
Date of Joining
Location
Reporting To

Relationship Manager-Trainee
Sales
28th November, 2022
Pune
AVP- Sales

This offer letter is subject to the following conditions:

1. Certificates of qualification.
2. Four passport size photographs.
3. Copy of your Address proof and PAN card.
4. Medical fitness certificate by MBBS doctor.
5. Copies of all educational documents.
6. Copies of Previous Employment.
7. Last 3 months salary slip.
8. Copy of a Cancelled Cheque or Passbook.

In the event if any of the above conditions being found unsatisfactory as per the company policy, the company reserves the right to revoke this offer of appointment, without assigning any reason what so ever. As part of the joining formalities you will have to sign an agreement of service rules and conditions of employment with us and you will be governed by the same joining post.

We request you to put your signatures on the duplicate copy of this letter as token of your acceptance and become a part of InvestoXpert Family. A separate standard appointment letter along with salary annexure will be issued to you on the day of your joining.

We look forward to welcome you aboard.

For InvestoXpert Pvt. Ltd.



HR Department




Accepted & Agreed


Signature & Date 26/11/2022

DIRECTOR

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



Offer Date : 02/01/2024
Offer No : GS10108531

FIXED TERM EMPLOYMENT CONTRACT

Dear Vaishnavi Umale

We are pleased to offer you employment at **QuesS Corp Limited** for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to **REXEL INDIA PRIVATE LIMITED** under this Contract. The terms of employment are exclusively with QuesS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **JAN 02,2024** be deputed by QuesS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by QuesS for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from **JAN 02,2024** to **DEC 01,2024**.

COTERMINOUS:

Not with standing the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at **Pune**.

QuesS Confidential

Offer No : GS10108531
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Page 1

QuesS Corp Limited
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesScorp.com> | Toll Free No: 1800-572-3333



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Open the camera on your smart phone and scan



K. Nimra

DIRECTOR

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

POSITION:

You are appointed as Hr Executive .

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid from JAN 02,2024 to DEC 01,2024
This contract may be considered for an extension depending on the client and Quess' requirements. The extension of contract period would be considered on fresh terms as agreed between you and Quess through a separate mutually executed contract of employment. Quess shall inform you in writing of the extension requirements

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at Quess within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, Quess or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. Quess reserves all such right to withheld full or a portion of your salary during such suspension period.

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

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 days' notice in writing. The Contract can be terminated at the discretion of Quess / Client subject to 30 days' notice. However due to breach of code of conduct, misbehavior or indiscipline etc., then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated with immediate effect.

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Offer No : 0310108531

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

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of Quess (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Not with standing the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

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

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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DIRECTOR

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

You shall report to work on **JAN 02,2024** at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 Passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card
10. Complete Application Form with Bio Data/Resume

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With Warm Regards,
For **Quess Corp Limited**.



Tej Hans Raj Singh
Deputy CEO

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DIRECTOR

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

Compensation Sheet

Offer No : GS10108531

Associate Name : Vaishnavi Umale

Designation : Hr Executive

Location : Pune

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	15000	180000
House Rent Allowance	6000	72000
Other Allowance	6750	81000
Statutory Bonus	1250	15000
Gross Salary	29000	348000

Employer's Contribution	Rs. Monthly Pay	Rs. Annual Pay
Employer PF	1950	23400
Insurance	1044	12528
Total Contribution	2994	35928
Cost To Company: (Ctc)	31994	383928

Deduction: (Subjected to change)	Rs. Monthly Pay	Rs. Annual Pay
Provident Fund	1800	21600
Professional Tax	200	2400
Total Deduction	2000	24000
Net Take Home	27000	324000

Variable Component	Rs. Annual Pay
Variable	26100
Ctc (With Variable)	410028

Tenure Bonus	Rs. Annual Pay
Fixed Tenure Bonus Amount	100000

Kindly Note: You are eligible for "Fixed Tenure Bonus" on Successful completion of 2 consecutive years service from the date of your joining mentioned in letter

For Quess Corp Limited.



Tej Hans Raj Singh
Deputy CEO




DIRECTOR

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

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

Dear Associate,

Please download the **WorQ App** on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by **SMS** to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No : GS10108531
- Name : Vaishnavi Umale
- Mobile No : 9075448978

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>

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



INTERN APPOINTMENT LETTER

Ms. Varsha Shivaji Chaure

31st July 2023

E-mail: varshachaure93@gmail.com
Ph.: +91-9373695560

Dear Varsha,

On behalf of "Whrri Fintech Solutions (Whrri)", I, Ashish Anand (Co-founder and CEO), welcome you to the position of "HR Intern". The terms and conditions governing internship with Whrri shall be as follows: -

1. Effective Date & Duration of Internship

This Internship will be effective from **02/08/2023** (Effective Date) for a period of 2 months and can be extended or reduced by mutual agreement.

2. Role

Your internship role will be of **HR Intern**.

3. Location

Your location of internship shall be remote for the time being ("Work Location"). However, you may be asked to relocate to any of our units, locations, departments or the offices of our affiliates, depending on business requirements at any point of time.

4. Assignment

The firm reserves the right to assign your internship to any of Whrri's subsidiary, group entities or affiliate entities on the same terms & conditions as specified in this offer letter



DIRECTOR

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

+91 91361 00118

connect@whrri.in

www.WHR.in

Kontor Space, Ashar IT Park, Wagle Estate, Thane - 400604



7. Stipend

You will be paid a monthly stipend of Rs. 10,000/- that shall be payable on the 7th day of the subsequent month.

8. Termination

The internship can be terminated by either party by giving a 15 days' notice during the first 2 months, and 30 days' notice post the 2 months should the internship continue, or during a full-time enrolment. However, Whrri reserves the right to terminate your internship without notice on disciplinary accounts.

9. Confidentiality

You acknowledge, and are aware, that during the course of your internship with the firm you will come into possession of valuable information/technical know-how and proprietary information of the firm, including but not limited to current and future business information of the firm, its affiliates, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of internship.

10. Obligations

During your internships, you shall devote your full business efforts and time to Whrri.

11. Non-Disparagement

You agree, unless required during the course of discharge of your internship duties, both during and for five (5) years after your internship with the [firm terminates, not to knowingly disparage the firm or its officers, directors, employees or agents in any manner likely to be harmful to it or them or its or their business, business reputation or personal reputation.

12. Non-Solicitation

You agree that for a period of twelve (12) months immediately following the termination of your relationship with the firm for any reason, whether with or without cause, whether voluntary or otherwise, you shall not either directly or indirectly solicit, induce, recruit or encourage any firm employee to leave the firm, or take away such employees, or attempt to solicit, induce, recruit,



K. Nimra
DIRECTOR

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

+91 91361 00118

connect@whrri.loans

www.WHRri.loans

Kontor Space, Ashar IT Park, Wagle Estate, Thane - 400604



encourage or take away employees of the firm, either for yourself or for any other person or entity.

Further, You agree that for a period of twelve (12) months immediately following the termination of your relationship with the firm for any reason, whether with or without cause, whether voluntary or otherwise, you shall not either directly or indirectly solicit or attempt to solicit any customer/client of the firm, either for yourself or for any other person or entity.

13. Other terms and conditions

- i. The intern hereby acknowledges and agrees to abide by all internal Policies of the [firm]. The firm reserves the right to change these Policies at any time in its absolute discretion.
- ii. All or any work of invention / authorship / development /code/ design/ architecture/draft created or contributed or developed by the intern during the course of his/her internship shall be deemed to be 'works made for hire' and any or all of intellectual property, right, title and interest in such 'works made for hire' shall be exclusive property of the firm or its nominee. To the extent any of such works are deemed not to be "works made for hire," Executive hereby assigns the copyright, patent and all other intellectual property rights in such works to the firm.
- iii. You represent that all information provided to Whrri or its agents with regard to your background is true and correct and the internship will be voidable at the option of Whrri if the firm finds inconsistencies during background check. iv. Your internship shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Mumbai, India.

Sincerely,
Accepted

Authorized Signatory
Whrri

(Varsha Shivaji Chaure)



DIRECTOR

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

www.WHR.loans

Conditional Letter

Vedant Kandalkar

Date: March 20, 2023

8390308343

Dear Vendant,

Congratulations on securing the conditional offer letter. Stanza Living is pleased to offer you the position of **Junior Growth Associate**, starting in year 2023. This is a full-time role and you will be paid a compensation of Rs. **4,00,000 (annual)** + incentives and perks as per company policy.

We would like to extend you an offer of employment, contingent on the completion of the requirements listed below:-

- Confirmation of passing education credentials.
- Passing a background check .
- Providing identity verification proof and eligibility to work in India
- Satisfactory reference checks and employment history verification (if any).
- Submit the documents listed in the **Annexure-I**

While working as an employee, your job duties will be:-

- Understanding the requirements of the customer and dealing with situations and queries.
- Be a representative of Stanza and be able to convert and close on leads provided on site.
- Achieving targets for growth in a monthly/quarterly/annual manner.
- Efficiency of lead funnel management, channel partners management.
- Business growth from large builders/developers and corporates.
- Fulfilling Occupancies of acquired properties.
- Customer Acquisition and Conversion; Identify and source new sales opportunities through inbound lead follow-up, outbound calls and emails and meet customers daily through walk-ins.
- Process adherence and timely reporting.
- Convert all kinds of enquiries into customers on the phone and in person.




DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: ICICI Bank Manipal Probationary Officers' Training Programme February 2024 - Batch 81

Vrushabh Raut <vrushabhraut2@gmail.com>
To: Sarah Dsouza <placements_mba@dypimca.ac.in>

Mon, Jan 8, 2024 at 11:59 AM

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

From: ICICICAREERS /HRMG/IBANK/ANDH <icicicareers@icicibank.com>
Date: Mon 8 Jan, 2024, 10:23
Subject: ICICI Bank Manipal Probationary Officers' Training Programme February 2024 - Batch 81
To: vrushabhraut2@gmail.com <vrushabhraut2@gmail.com>

Invitation Mail – Batch 81**Name:** Vrushabh Raut**Applicant ID:** 7237552

Dear Vrushabh Raut

Sub: ICICI Bank Manipal Probationary Officers' Training Programme February 2024 - Batch 81

Congratulations!

We are pleased to extend you an offer to join "ICICI Bank Manipal Probationary Officers' Training Programme-Batch 81" as a Probationary Officer Trainee on the following terms and conditions:

Programme Details:

The Training Programme will be conducted for a period of 12 months. The structure of the Programme is as follows:

- 4 months of classroom sessions at ICICI Manipal Academy, Bengaluru.
- 2 months of Internship at ICICI Bank Branch
- 6 months of on-the-job training at ICICI Bank

However, the above structure of the Programme can undergo changes as per the requirements of the Bank and Manipal Academy of Higher Education.

On successful completion of the Training Programme, you will be offered employment with ICICI Bank or any of its Group Company/Subsidiary Companies on the terms indicated below:


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



- If you choose to voluntarily withdraw from the program or if you are terminated/disqualified from the program for any reason, ICICI Manipal Academy will not be obligated to refund any fees.
- On successful completion of the Training Programme of 12 months, the Bank will call upon you, at its discretion to join in the grade of Deputy Manager (Band-I) on the terms and conditions governing the same and to be communicated to you at that time. The detailed compensation structure in the grade of Deputy Manager (Band-I), exact location of posting, date of joining, etc. will be informed to you in due course.
- The Bank shall have the right to allot you any duties/role for which you may be considered competent on successful completion of the Training Programme and shall also have the right to post/transfer you to any of its own branches/offices and/or to any of the ICICI Group Companies/ Subsidiary Companies.
- The roles to be offered on joining the Bank after successful completion of the Training Programme will involve servicing, cross-selling and acquiring new customers through field visits as part of the duties/tasks assigned. Similarly, internship / on-the-job-training periods will also involve these duties/tasks as part of the learning process.
- During the Training Programme, you will be governed by the curriculum/terms and conditions framed by the ICICI Manipal Academy as the case may be, from time to time.
- On successful completion of the Probationary Officer Training Programme, you shall be awarded Post Graduate Diploma in Banking (PGDB) from Manipal University and if called upon by the Bank shall join the services of the Bank subject to applicable terms and conditions of your employment with the Bank.
- In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated during the one year course duration, or for the extended period as may be allowed by the Bank, this offer of subsequent appointment with ICICI Bank may stand revoked automatically. Any additional expenses required to be incurred in appearing for repeated attempts will have to be borne by the candidate.

Termination and Disqualification from the Training Programme:

You are liable to be terminated/disqualified forthwith from the Training Programme in the event of:

- Any breach on your part of the Terms & Conditions / Code of Conduct of the Training Programme that may be promulgated by the ICICI Manipal Academy/ICICI Bank from time to time.
- Any incorrect information or documents furnished by you.
- Wrong/incorrect declaration submitted by you.
- Any act of commission and omission on your part which is prejudicial to the interest and reputation of the ICICI Bank/ICICI Manipal Academy.

Note: This offer is subject to successful submission of required documents and verification.

In case of queries, please write to ima.admission@bfsi.manipal.edu

This invitation will automatically lapse if you don't confirm your acceptance or fail to join the Programme on the date as indicated above without any further reference/ communication to you.

We congratulate you once again and welcome you to the ICICI Bank Manipal Probationary Officers' Training Programme.



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

1/8/24, 12:00 PM

Yours sincerely,

Dr. D. Y. Patil College Mail - Fwd: ICICI Bank Manipal Probationary Officers' Training Programme February 2024 - Batch 81

Team ICICI

"Print this mail only if absolutely necessary. Save Paper. Save Trees." "The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the intended recipient and may contain proprietary, confidential or legally privileged information. If you are not the intended recipient, please note that you are not authorised to disseminate, distribute or copy this e-mail or any parts of it or act upon/rely on the contents of this e-mail in any manner. Please notify the sender immediately by e-mail and destroy all copies of this e-mail and any attachments. Please also note that ICICI Bank or its subsidiaries and associated companies, (collectively "ICICI Group"), are unable to exercise control or ensure or guarantee the integrity of/over the contents of the information contained in e-mail transmissions and that any views expressed in this e-mail are not endorsed by/binding on the ICICI Group unless the sender does so expressly with due authority of ICICI Group. Before opening any attachments please check them for viruses and defects and please note that ICICI Group accepts no liability or responsibility for any damage caused by any virus that may be transmitted by this email. Thank you for your cooperation."




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Shriconst Formwork India Pvt. Ltd.

- Get No. 1540/1419, Shelarwasti, Talawade, Chinchwad, Pune - 411062.
- +91 76200 59299
- info@shrialuform.com
- www.shrialuform.com



Appointment Letter

Date: 17.11.2022

To,

Mrs. Yamini Subhash Bhoyar

Mail Id- yaminibhoyar90@gmail.com

Contact no. 9172522986

Sub: Appointment as a Business Development Executive

Dear Mrs. Yamini

Congratulations and welcome to **SHRICONST FORMWORK INDIA PVT. LTD.**

We are pleased to offer you the position of **Business Development Executive** as per mutually agreed terms & conditions.

We assure you that we will provide all support to make a smooth transition into your new role.

You will be initially deputed at Mumbai Region.

A detailed letter of Appointment containing other terms and conditions will be issued to you on your date of joining.

Salary

Your total will be Rs.25,000/- (In Hand) per month and Annual cost to company would be Rs.3,00,000/-

Please return the duplicate copy of this letter, duly signed by you as token of your acceptance of the above terms and conditions and indicate your date of joining which should be on or before 01. Dec.2022

We once again welcome you to the **SHRICONST FORMWORK INDIA PVT. LTD.** Team and wish you a long prosperous association with us.



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Applications and Management
Akurdi, Pune-411 044

Shriconst Formwork India Pvt. Ltd.

- Gat No. 1540/1419, Shelarwasti, Talawade, Chinchwad, Pune - 411062.
- +91 76200 59299
- info@shrialuform.com
- www.shrialuform.com



Hours of Work

1. The normal working days are Monday to Saturday, weekly off Sunday, you will be required to work for such hours as necessary for the proper discharge of your duties to the company. The normal working hours from 9:00 am to 6:15 pm. If necessary for additional hours depending on your responsibilities.
2. If you wish to resign from the company, you will be required to serve a notice of one month.

FOR, SHRICONST FORMWORK INDIA PVT. LTD.

HR & Admin



DIRECTOR

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



Sarah Dsouza <placements_mba@dypimca.ac.in>

Fwd: Revised CTC Breakup

Yash Patil <yashpatil.pune@gmail.com>

Tue, Mar 14, 2023 at 11:26 AM

To: Sarah Dsouza <placements_mba@dypimca.ac.in>, sarah.dsouza@dypimca.ac.in

Forwarded Conversation**Subject: Revised CTC Breakup**

From: Ravindra Jarali <ravindra@jendamar.in>

Date: Mon, Feb 20, 2023 at 11:12 AM

To: <yashpatil.pune@gmail.com>

Cc: <pallavi@jendamar.in>

Hi Mr. Yash,

Greetings....!

Congratulation for being selected for the post of "GET - ODIN Sales".

Please see below revised CTC breakup from Jendamar India and revert with your acceptance & confirm your joining date:

CTC Breakup			
Name :- Yash Patil			
Designation :- GET -ODIN Sales			
	PARTICULARS	Yearly	Monthly
A	COMPONENTS		
1	Basic +DA (A)	2,10,000	17,500
B	Allowances		
1	HRA(House Rent Allowance)	63,000	5,250
2	Food Allowance	16,200	1,350
3	Other allowance	34,800	2,900
	Sub Total Allowances (A+B)	3,24,000	27,000



K. Nimba
DIRECTOR

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

C	EMPLOYEEER CONTRIBUTION		
1	Employer share Provident Fund	21,600	1,800
	Total (c)	21,600	1,800
D	TOTAL (A +B+C)	3,45,600	28,800
E	Other benefits		
1	Gratuity Liability	10,096	841
2	Performance Pay	26,989	2,249
3	Bus Facility	45,882	3,824
4	Mediclaim Premium	15,585	1,299
5	Mobile facility	3,000	250
	TOTAL (E)	1,01,553	8,463
	Cost to Company (D+E)	4,47,153	37,263
F	Statutory deductions		
	Employee Contribution PF	21,600	1,800
	Professional Tax	2,500	200
	TOTAL (F)	24,100	2,000

Take home salary PM before income Tax - INR	25,000
--	---------------

RAVINDRA JARALI



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



Phone: +91(0)2113 295700

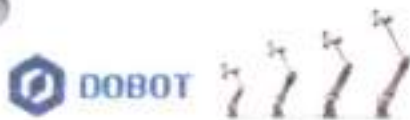
Mobile: +91(0)74477 98872

Ravindra@jendamar.in



Read our email disclaimer [here](#)

"Shake Hands with the Future"



"Jendamar as core distributor of Dobots in India"

From: Yash Patil <yashpatil.pune@gmail.com>
Date: Wed, Feb 22, 2023 at 5:33 PM
To: Ravindra Jarali <ravindra@jendamar.in>

Hello,

Greetings !!!

Thanks for providing the offer. I have made my mind to join your organisation with the offer which you have provided.

Currently I have my semester exams scheduled till 18th Mar 2023, considering which I would be able to join Office after exams.

Request you to confirm on DOJ and Pick Up Location of Bus so that I can plan other activities accordingly.

Thanks !!!

Regards,
Patil Yash

From: Yash Patil <yashpatil.pune@gmail.com>
Date: Wed, Mar 1, 2023 at 8:04 AM
To: Ravindra Jarali <ravindra@jendamar.in>



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

26th July 2023

To:
Yashashree Laxman Sarambalkar
Shree Anirrudha, New Khaskilwada
Sawantwadi, Maharashtra - 416510
Mobile: +91 8805735154
Email: shree201198@gmail.com

Subject: Employment Offer

Dear Yashashree,

We are happy to extend the following offer of employment to you on behalf of SEDEMAC Mechatronics Pvt Ltd.

Title: Executive, Talent Acquisition

Reporting Relationship: Lead Executive, Talent Acquisition

Work Location: SEDEMAC Mechatronics Pvt Ltd Corporate Office - 1 (Baner)

Joining Date: Not later than 21st August 2023

The following terms & conditions will govern your appointment.

Compensation: An annual cost-to-company of INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only) on an annual basis subject to deductions for taxes and other withholdings as required by law or the policies of the company.

Probation period: Initial Six months of your employment period.



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

Page 1 of 2
Hareke Vardhan

Working Days: Shall be 8:30 am to 5:30 pm, Monday to Friday. The company shall be closed on all Saturdays and Sundays of every month. Your reporting authority may, from time to time, change these work timings to suit the needs of the Company.

Employee Agreement: This letter is a preliminary employment offer letter and not the final appointment letter. You shall be presented with an employment agreement in the first week of your appointment.

Leave Option: You shall be entitled to 21 days of paid leave at your option during a calendar year in addition to statutory days of leave in a calendar year from the holidays which will be declared by the company every year. You shall be governed by the honor policy for attendance and leave related matters.


Expenses: Any expense that you incur on behalf of the Company shall first be approved by your Reporting Authority. For authorized expenses borne by you, the Company shall reimburse you upon submission of valid receipts.

You acknowledge that this offer letter, represents the entire agreement between you and SEDEMAC Mechatronics Pvt Ltd and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon SEDEMAC Mechatronics Pvt Ltd.

If you are in agreement with the above outline, please sign below and return the letter to us. Kindly note that this offer is in effect for seven business days from today.

Thank you.

For SEDEMAC Mechatronics Pvt. Ltd.,


Manish Sharma
Chief Operating Officer

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on or before _____

Sign: _____

Date: _____

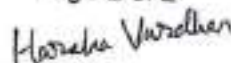



K. Nimola

DIRECTOR

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

Page 2 of 2


Harsha Vardhan



OFFER LETTER

Dear Yogesh,

We are pleased to offer you the position of **Human Resource Executive** at **Datraxs Maksol Pvt. Ltd** effective from **14th April 2023**. You will be reporting at our Pune office. We feel confident that you will contribute your skills and experience towards the growth of the organization.

The annual salary for this position is **INR 3,12,000/- per annum** (Three lakh and twelve thousand rupees only) to be paid by direct deposit into your bank account provided to us.

Terms & Conditions:

- **Employment details:** You will be required to devote your entire full time for the work of the company and shall maintain the confidentiality of your employment agreement.

Hours of work:

- Your normal working hours will be 9 hours every day with 1 hour of break. Your shift timing would be informed once you complete the Joining formalities.

Confidentiality and Breach of Trust:

- You shall deal with the confidential information of the company and strictly be in accordance with the terms of the Non-Disclosure Employment Agreement.

Dress code policy:

- You must adhere to the professional work attire at the workplace. You are not supposed to wear torn jeans, low cut deep neck clothes and slippers at the workplace. All time while working in the office you must maintain and follow this policy.

Absenteeism/ Late Login Policy:

- Uninformed and unauthorized absenteeism from work will result in deduction from your salary and it might also lead to termination of your employment.

- Late logins will be marked 5 minutes past your buffer time.

- 3 late logins will be considered as half day.

- More than 10 late logins in a month might result into a warning letter or termination.

- 3 consecutive uninformed absenteeism will be treated as abscond. In such a situation the company will not be liable to clear of any dues or documents for an employee.


DIRECTOR

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Applications and Management
Akurdi, Pune-411 044





Leave Policy:

- After completing **3 months** in the company then the new joiner will be entitled for paid leave ie 1.5 leaves.
- During probation, no leaves will be granted. However, in case of emergency and after approval from the management 1 day leave can be adjusted but it will be marked as unpaid leave which will result in salary deduction.
- While leaving the company no leaves will be adjusted in the notice period.
- The leaves which are given by the company as per the calendar year and which are also mentioned on the induction can differ and will be dependent on the business requirement.
- When an employee takes leave of two days or more and a holiday fall in between then that holiday is considered paid leave under the Sandwich Leave Policy. For ex: any employee who takes a leave on Friday and Monday then Saturday and Sunday will automatically be counted as unpaid holiday for that employee.

Company Policy:

- On Job Training: After the training is completed every employee will have to go through the OJT phase which will be for two weeks. A set of target or campaigns will be assigned to them and if they fail to meet with their target then they will be asked to leave without salary.
- Probation Period: The probationary period will start from the date of joining. This period can last from 90 days to 180 days according to the employee's performance.
- Code of Conduct: Inappropriate behavior in the workplace such as consuming drugs, stealing company's property or policy breach will lead to termination.
- Disciplinary Actions: Sleeping on the floor, late reporting, non-performance, misconduct, and violation of leave policy will lead to termination. These are only a few examples mentioned over here, however, strict actions will be taken based on the instance.
- Id card: All the employees are required to always wear ID cards while working in the office premises. Losing of ID card and lanyard will result in salary deductions. If any ID card is found please return it to the HR team immediately.
- IT Policy: Employees are not supposed to carry mobile phones or mobile charger on the floor. Using of personal email id, one drive or any data-related application is strictly prohibited. You're not allowed to access any social media platform, if found severe actions will be taken against that employee. If any employee is found sending any personal message through system, then warning letter will be issued for that employee.

Remuneration Policy:

- The salary cycle is from 25th to 26th of each month. You will be entitled to receive your monthly salary on the 5th working day of the following month.

Disclosure of your salary is strictly prohibited. Please refrain yourself from discussing the same.



DIRECTOR
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P.O.S.H - Prevention of Sexual Harassment If any female/Male employee undergoes through any sexual harassment, then they can write an email to the HR department. And, after investigation severe actions will be taken against the person. However, the employee's name will be kept anonymous.

Exit of Employment Policy:

A. Termination:

- Stealing or misusing company's properties, fighting between colleagues, or involvement in consuming illegal drugs will subject to severe penalty and including termination.
- If an employee is failing to meet the target, then the management and HR has the right to terminate his/her employment.
- If an employee does not inform his/her team leader and do not come to office then it is termed as No Call No Show. And, if this happens for 3 times then it will lead to instant termination.
- 10 late comings in a month will lead to a warning letter.
- Sharing details about the salary is against company policy. If you fail to do so it will lead to termination.
- Damage / Stealing of any company property will result in deduction in the salary and a warning letter will be issued.
- If any employee sends any personal message through the system a warning letter shall be issued.

B. Resignation:

- During probation, the notice period for resignation is two weeks and after the confirmation if the employee wants to leave the company the notice period will be for 30 days.
- The Full and Final settlement and documents will be provided after 45 days from the last working day.

Please confirm your acceptance of this offer by signing and returning this letter by today.

We welcome you to join our team.

For the company Datrass Maksol Pvt.Ltd.



Date of Issue: 14/04/2023



K. Nimbh

DIRECTOR

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

ANNEXURE-1

CTC BREAK UP:

Break Up	Annual	Monthly
CTC	3,12,000	26,000
Deduction	2,400	200
Gross In-Hand	3,09,600	25,800

- All payments are subject to deduction to appropriate taxes like TDS, PF and when applicable as per legal rules and norms. Employees are requested to submit light bills and proofs as per government norms if you need to reduce tax liability.
- There will be a monthly professional tax deduction for 200 rupees except for the month of February which will be 300 rupees.



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

DIRECTOR

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

WISE MEDIA

Date: 05/02/2024

Dear Yogesh Pote,

This has reference to your application and subsequent interview you had with us. We are pleased to inform you that you have been selected for the post of **Associate Business Analyst** with posting at **Vise Media**, Pune, on the terms and conditions as discussed and accepted by you.

You shall be required to join duty at the earliest but not later than 12th February, 2024.

You will report on duty to the Senior Business Analyst.

You are also requested to send us documents, as per the sheet enclosed. The formal appointment Letter will be issued on your joining. You may join early in view of our urgency to fill up the vacancy immediately.

If the above terms and conditions are acceptable to you, please sign the duplicate copy of this offer letter and return the same within a week positively.

Thanking you

Yours faithfully
For Vise Media


AUTHORISED SIGNATORY



90


DIRECTOR

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

Registered Office: Flat No-A1/601, Cheryl, Downtown, Fountain Road, Kharadi, Pune- 411014
Office Address :- 1st Floor Renuse Wada Omkareshwar path Shanivar peth Pune - 411030
Mob: 7775065656 / 7775005656 PAN No: - BHTPJ1372H

WISE MEDIA

Date: 05/02/2024

Enclosure: As above

Himashu Jagtap,
Proprieter
Vise Media

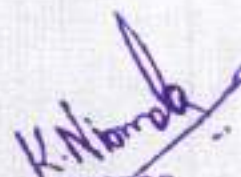
SALARY BREAK-UP

Consolidated Salary	:	Rs. 40000/-	P.M.
House Rent Allowance	:	Rs. 2,700/-	P.M.
Special Allowance	:	Rs. 6,500/-	P.M.
Conveyance Allowance	:	Rs. 1000/-	P.M.
Education Allowance	:	Rs. 500/-	P.M.
P.F.	:	12%	
LTA, Medical & Bonus	:	As per rules of the Company	

1. A copy of resignation letter submitted to your present employer within 7 days.
2. Attested copies of educational certificates/ testimonials.
3. Previous employer's appointment letter(s).
4. Previous employer's salary certificate/pay-slip.
5. 2 Nos. Character Certificates from any responsible persons.
6. Release letter of present employer must be submitted at the time of joining duty.
7. Bio-Data Form which is to be filled in and signed by you.



AUTHORISED SIGNATORY



DIRECTOR

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

Registered Office: Flat No-A1/601, Cheryl,Downtown, Fountain Road,Kharadi, Pune- 411014
Office Address :- 1st Floor Renuse Wada Omkareshwar path Shanivar peth Pune - 411030
Mob: 7775065656 / 7775005656 PAN No: - BHTPJ1372H

Ref: - Vistar/HRD/Offer Letter/2023-24/163
Ms. Neha Rajesh Otekar

16th Oct 2023

Dear Neha,

Sub: - Offer for the position of "Hr Assistant"

Please refer your application and subsequent interviews you had with us.

We are pleased to offer you the position of "Hr Assistant" in our organization at Location "Head Office" on the terms and conditions agreed at the time of interview.

You are advised to bring the following document (Photocopies) at the time of joining the organization, please also bring original documents for verification.

- 1) 4 Passport & one stamp size recent colour photographs.
- 2) Degree/ Diploma certificate and final year mark sheet.
- 3) School leaving or any other age proof certificates.
- 4) Relieving and experience certificate from the previous employer if applicable.
- 5) Certificate in support of any additional skill/qualification you have acquired.
- 6) Xerox of pay slip of the last salary drawn & salary structure of CTC.
- 7) Medical Fitness certificates.
- 8) Police verification.
- 9) Photo identity proof (PAN Card, Aadhar- Card, Election Card, Passport, Driving License)
- 10) Any other document which you may feel necessary to be submitted.

Please note that the formal letter of appointment, containing detailed terms of employment, shall only be issued after you have submitted all the above document to the satisfaction of the company.

You will join the company on or before 16-10-2023. Please note that this offer stands withdrawn in case you do not submit us the copy of resignation letter from your present employer within 3 days from the date of issuance of this letter. You will be on roll after 3 months after management review.

Please sign and return the duplicate copy of this letter as token of your acceptance, kindly intimate the exact date of joining. We welcome you to the organization and look forward to a long and successful career with us.

Thanking You!

Yours Faithfully

For Vistar Logitek Private Limited

Authorized Signatory,



DIRECTOR

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

YASH ENTERPRISES

LABOUR CONTRACTOR & LABOUR SUPPLY

320, Shiv Kunj, Acharaya Atre Road, Khandala Bazar, Tal:- Maval, Dist:-Pune.

Date:- 02/05/2023

To,
Mr. Tejas Ravindra Gaikwad,
At post:- Khandala
Taluka: Maval
Dist-Pune.-410301

Subject:- Appointment Letter.

This is to inform you that you have been selected as Marketing & Sales manager in our firm, and informed you that from 05/05/2023 onwards you are advise to report on duty in our Downing Street Holiday Villas located in Lonavala.

We hope to offer you challenging and rewarding carrer certify a high level of job satisfaction and samle opportunities for carrer development.

Please sign the duplicate copy of this letter as an acceptance of our offer.

Thanking You,
Yours faithfully,

For YASH ENTERPRISES
Proprietor




DIRECTOR

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

To,

Sarah D'soza

Training and Placement co-ordinator

D. Y. Patil Institute of Master of Computer Application & Management

Subject : Placement Status - Working in own business

Respected Ma'am,

I, Abhishek Shinde, MBA 2021-2023 Div A student,
I have started my own business in stock Market coaching
and I wish to continue my business as employment.
I would like to declare that I will be out from
college placement as I started my own business

Sincerely,
Abhishek Shinde



MBA 2021-23

Division A

Roll no : 03




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	102892802303			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2331000317487271			
Division / विभाग	Pune			
District / जिल्हा	Pune			
Office Name	Shop Inspector Office, Chinchwad, Address- Gulmur Building, Near Chinchwad Railway Station, (Maladhakka), Chinchwad, District-Pune.			
Name of the establishment / आस्थापनेचे नाव	HIGHER HIGH LOWER LOW हाईर हाई लोअर लो			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	"SWAMI" BUILDING, SAIRAJ COLONY, NEAR RAILVIHAR COLONY, OPPOSITE TO PRIYANKA GHADGE ADVOCATE, CHINCHWAD, PIMPRI CHINCHAWAD (MUNICIPAL CORPORATION), HAVELI, PUNE, 411033	"स्वामी" बिल्डींग, साईराज कोलोनी, निबर रेल्विहार कॉलोनी, ऑपोजिट टु प्रियंका घाडगे अडवोकाट, चिंचवड, पिमरी चिंचवड (महानगरपालिका), हवेली, पुणे, 411033		
Mobile / संपर्कधनी क्र.	8446836546			
E-mail-id / ई - मेल आय डी	abhishekhinde715@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	16/03/2023			
Nature of Business / व्यवसायाचे स्वरूप	COACHING CLASSES-SHARE MARKET	कोचिंग क्लासेस-शर मार्केट		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Man	Women	Transgender	Total
	0	0	0	0
Name of the Employer / मातकाचे नाव	ABHISHEK AMOL SHINDE	अभिषेक अमोल शिंदे		
Residential Address of the employer / मातकाच्या निवासस्थानाचा पत्ता	SWAMI BUILDING, SAIRAJ COLONY, NEAR RAILVIHAR SOCIETY, OPPOSITE TO PRIYANKA GHADGE ADVOCATE, CHINCHWAD, PIMPRI CHINCHAWAD (MUNICIPAL CORPORATION), HAVELI, PUNE, 411033	स्वामी बिल्डींग, साईराज कॉलोनी, निबर रेल्विहार सोसायटी, ऑपोजिट टु प्रियंका घाडगे अडवोकाट, चिंचवड, पिमरी चिंचवड (महानगरपालिका), हवेली, पुणे, 411033		
Resident Since / रास्तव	2022			
Status / Designation	OWNER			
Mobile No	8446836546			
E-mail ID	abhishekhinde715@gmail.com			
Aadhar No	204623850074			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				



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

Email-ID / ई - मेल आयडी													
Aadhar No													
Category Of Establishment / आस्थापनेचे वर्गीकरण	Establishment (आस्थापना)												
Category Of Establishment Type / आस्थापनेचे उपवर्गीकरण	कोचिंग क्लासेस / COACHING CLASSES												
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 इतरांची नावे	<table border="1"> <tr> <td>NA</td><td></td><td></td></tr> <tr> <td>ना</td><td></td><td></td></tr> <tr> <td>Men / पुरुष</td><td>Women / स्त्रिया</td><td>Transgender / इतर</td></tr> <tr> <td>0</td><td>0</td><td>0</td></tr> </table>	NA			ना			Men / पुरुष	Women / स्त्रिया	Transgender / इतर	0	0	0
NA													
ना													
Men / पुरुष	Women / स्त्रिया	Transgender / इतर											
0	0	0											

Self Declaration / स्वघोषणापत्र

I ABHISHEK AMOL SHINDE, hereby solemnly affirm and state that the business which I ABHISHEK AMOL SHINDE 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 ABHISHEK AMOL SHINDE, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I ABHISHEK AMOL SHINDE, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I ABHISHEK AMOL SHINDE, am/are fully aware about the consequences of giving false information. If the information is found to be false, I ABHISHEK AMOL SHINDE, shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and for any other law applicable thereto.

I ABHISHEK AMOL SHINDE, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I ABHISHEK AMOL SHINDE, 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 ABHISHEK AMOL SHINDE, will not undertake any illegal activity or any business prohibited in law in force in India.

I ABHISHEK AMOL SHINDE, 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 ABHISHEK AMOL SHINDE, hereby declare that the copies attested by me are true copies of original documents. I ABHISHEK AMOL SHINDE, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and for any other law applicable thereto.

I ABHISHEK AMOL SHINDE, 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 अभिशेक अमोल शिंदे, याद्वारे गांभीर्यापूर्वक हद्दबद्ध करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायव्यवस्था अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी अभिशेक अमोल शिंदे ज्या जागेत उक्त व्यवसाय करीत आहे/ आहेत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयीन अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश याचे उल्लंघन झालेले नाही.

मी अभिशेक अमोल शिंदे, याद्वारे असे घोषित करतो/करते की, वर उजोमधे नमूद केलेली संहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व विनम्र आहे. चुकीची संहिती देण्याच्या परिस्थितीची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी अभिशेक अमोल शिंदे भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधित लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिष्टासाठी पात्र आहे/ आहेत.

मी अभिशेक अमोल शिंदे, अजोत नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकार्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी अभिशेक अमोल शिंदे, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करीत असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार आहे.

मी अभिशेक अमोल शिंदे, असे घोषित करतो/करते की, भारतातील लागू असलेल्या कायद्यांनुसार मनाई असलेले वेळापत्रांवर कृप्य अथवा व्यवसाय करणार नाही.

मी अभिशेक अमोल शिंदे, असे घोषित करतो/करते की, असे सुरू करण्यास किंवा चालू ठेवण्यासाठी कोणत्याही सक्षम प्राधिकार्याचा आदेश याद्वारे मनाई केलेली आहे/ आहे कोणत्याही सक्षम प्राधिकार्याच्या आदेशाच्या उल्लंघनास पात्र आहे/ आहे आणि मी आमचे व्यवसायाचे ठिकाण स्थिर ठावी.



DIRECTOR

D. Y. Patil Institute of Management and Computer Applications

Akurdi, Pune-411 044

मी अभिषेक अमोल शिंदे, असे घोषित करतो/करते की, अर्जासोबत सादर केलेल्या स्वयं-साक्षात्कृत दस्तावेजाच्या प्रती या मूळ दस्तावेजाच्या 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 विरुद्ध न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी अभिषेक अमोल शिंदे याब आहोत/आहोत याची मला/आमहाना पूर्ण जाणीव आहे.

मी अभिषेक अमोल शिंदे, महाराष्ट्र दुकाने व आस्थापना (लोकरीचे व सेवाशर्तीचे विनियमन) अधिनियम, 2017 (2017 चा 61) व त्याअंतर्गत तयार केलेल्या नियमावलीत तरतुदीचे आणि सक्षम प्राधिकारी यांचेकडून निर्गमित करण्यात आलेले आदेश यांचे पूर्णतः पालन करण्याची हमी देतो/देते.



ABHISHEK AMOL SHINDE
Name and Signature of the Employer



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

Date - 22/08/2023

To,

Asst. Prof. Sarah D. Souza
Training & Placement Officer
MBA Dept.

Subject: Working in our family Business

Respected Ma'am,

This is to inform you that I am working in our family business.

I am appointed as an accountant of my family business.

So, I request to consider this as my employment status.

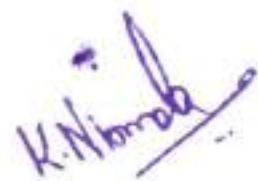
Warm Regards,

~~Dr~~ Nachiketa Mandal

MBA II Year (2023 Batch)







DIRECTOR

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

CONFIDENTIAL

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महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८
नमुना "ब"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमुद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२३३१०००३१४१९२६४९								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०४३१११३२३०३								
३.	आस्थापनेचे नाव	:	JAIGURU GOLD SMITH JAIGURU GOLD SMITH								
४.	कामगारांची एकूण संख्या	:	५								
			<table border="1"> <tr> <th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr> <tr> <td>५</td><td>०</td><td>०</td><td>५</td></tr> </table>	पुरुष	स्त्री	इतर	एकूण	५	०	०	५
पुरुष	स्त्री	इतर	एकूण								
५	०	०	५								
५.	अ) मालकाचे नाव	:	MR UTTAM KANAY MANDAL MR UTTAM KANAY MANDAL								
	ब) आस्थापनेचा पत्ता	:	FLAT NO. ६, VITTHAL RUKMINI APARTMENT, NEAR YATRIK HOTEL, ४४४, RAMWAR PETH, पुणे (महानगरपालिका), पुणे शहर, पुणे, ४११००२								
६.	<p>सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोष 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.</p> <p>ही पोष पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कार्यालयांतर्गत ग्राह्य धरता येणार नाही.</p>										
७.	व्यवसायाचे स्वरूप	:	MAKING OF GOLD ORNAMENTS SHOP								
८.	पुढीलचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	११०८ ०१/१०/२०१५								

टीप : सदरची पोष पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोष पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोषपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २८-०४-२०२३

ठिकाण : Pune

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune. Address: Pune District Bungalow No. १५, Mumbai - Pune Road, Shivaji Nagar, Pune-४११००४



K. N. Nimbh
DIRECTOR

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

Akurdi Pune-411 044 (उपये)

अर्जाचा आव. डी. क्रमांक

१०४३१११३२३०३

Date : 26/02/24

To,
Asst. Prof. Sagar D. Souza
Training & Placement Offices
MBA dept.

Subject : working in our family business

Respected ma'am

This is to inform you that I am working in
our family business.

I am appointed as an accountant of my family
Business.

So, I request to consider this as my employment
status.

Attach to the my brother intimation letter.
warm regards,

Pooja Tadlapur

Roll no :

MBA (2023 Batch) 84

Pooja



K. Nimra

DIRECTOR

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



Intimation Letter

NO/LAT/Outward/1019493
Office of the Assistant Commissioner,
Food & Drugs Administration, LATUR Circle
Central Building Second Floor
Shivaji Chowk, Collector Office
Latur
Print Date: 04/01/2022

To,
UDAYGIRI GENERIC MEDICAL STORES
SHOP NO.01, MALMATTA NO.3-3/171
NEAR BULDHANA URBAN BANK, NAVA MONDHA ROAD, UDGIR
TAL-UDGIR DIST-LATUR- 413517
Taluka:UDGIR District: LATUR
I/C Person: DNYANESHVAR RAJIV TADALAPURE(Mobile: 9975931308)

Fresh License
Firm Id : 210818



DNYANESHVAR RAJIV TADALAPURE

Subject : - Drugs & Cosmetics Act - 1940 & Rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-1019493, Dated:- 09/12/2021, Inw ID:- 1019493

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	456555	03/01/2022		02/01/2027	-
21	456556	03/01/2022		02/01/2027	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less then 5 years).

Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 03/01/2022 19:16:48

TPAV # U2E116X5DA



Rudramani Virbhadrappa Pongale
RUDRAMANI VIRBHADRAPPA PONGALE
Assistant Commissioner
Food & Drugs Administration
LATUR Circle



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

This License/Certificate is eSIGNED. Physical Signature is NOT Required

UNDERTAKING

To,

Date - 18/03/2024

Training &
Placement officer,
DYPI MCA-Akurdi.

sub- working our father's business.

I'm Pratik Durgule, I was student of
MBA at DYPI MCA-Akurdi. (Batch 2021-2023).

Currently I'm taking care of our
family business which is Retailer & wholeseller.
We are operating from Kolhapur district.

License no:- 11517043000668

Yours Sincerely,
Pratik Durgule.

P.A. Durgule

K. Nimola

DIRECTOR

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





महाराष्ट्र शासन
Government of Maharashtra
FORM C



Food And Drug Administration, Maharashtra State

परवाना / License

[नियमावली २.१.४(६)] / [See Regulation 2.1.4(6)]

अन्न सुरक्षा व मानक अधिनियम २००६

Food Safety and Standards Act, 2006

परवाना क्रमांक / License Number 11517043600668

1. अन्न व्यवसाय परवाना धारकाचे व नोंदणीकृत कार्यालयाचा नाव, पत्ता
Name & Registered Office Address of Licensee

M/S PRAVIN BALASO DURGULE / SHRI. PRAVIN BALASO
DURGULE
CSNO OPP. NAGAR PALIKA DHANYA LINE PETH VADGAON TAL
HATKANANGALE, Kolhapur (Maharashtra) - 416112

2. आस्थापनेचा अधिकृत पत्ता
Address of Authorized Premises

CSNO OPP. NAGAR PALIKA DHANYA LINE PETH VADGAON TAL
HATKANANGALE, Hatkanangale, Kolhapur (Maharashtra)
-416112

3. व्यवसायाचा प्रकार / Kind of Business

Retailer, Wholesaler

4. दुग्ध व्यवसाय विवरण हेतु / Dairy Business Details

No

5. परवानाचा प्रकार रजम / Category of License :

State

रादरचा परवाना हा अन्न सुरक्षा व मानक अधिनियम २००६ च्या तरतुदीच्या अधिन राहून मंजूर करण्यात आला आहे, तसेच त्याअंतर्गत सर्व तरतुदीचे करणे धारकास बंधनकारक आहे. / This license is granted under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the licensee.

स्थळ / Place Kolhapur

प्रदायक अधिकारी याचे चिह्न व स्वाक्षरी / Stamp & Sign. Of Designated Officer

दिनांक / Date 31/07/2020

अन्न व औषध प्रशासन म. रा. / Food and Drug Administration, M. S

विधीप्राप्तता व नवनीकरण / Validation And Renewal

License Issue / Renewal Date परवाना जारी / नवनीकरण दिनांक	Period of validity विधीप्राप्तता	License Fee Paid परवाना शुल्क	Items of Food products authorized to Manufacture/ Re-pack/ Re-label	Installed handling Capacity	Signature Of Designated Officer प्रदायक अधिकारी याचे चिह्न
20/07/2017	31/12/2020	Rs.6000	Please refer to annexure for details.	Please refer to annexure for details	
01/09/2020	31/08/2025	Rs.10000.00(For Renewal)	Please refer to annexure for details.	Please refer to annexure for details	

*The Application for renewal of license shall be submitted 30 days prior to the expiry date mentioned above after which Rs. 100 per day will be charged up to the date of expiry.

Disclaimer-This License is only to commence or carry on food businesses and not for any other purpose.



K. Nimbh
DIRECTOR

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

To,

Miss. Sarah Dsouza Ma'am,
Training & Placement Officer,
D.Y. Patil Institute of MCA and Management,
Akurdi, Pune.

Subject : Application to confirm employment status
as self-employed.

Respected Ma'am,

Please consider this a formal application
request to opt myself out from the placement process
as I, Master Sanjay Shahari, Roll no 99, student of M.B.A
department of batch 2021-23 as I am working in
my family's business and not going for any further
education or jobs associating our college in any form.
Hoping for a positive response.



K. Nimish

DIRECTOR

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

Thanking You
Yours Faithfully
Sanjay Shahari

SS

भाडेकरार लिहून देतो की, सोलापूर शहर महानगर पालिका हद्दीतील जोडभावी पट्टीतील कुंभार वेस येथील सोलापूर महानगरपालिकेच्या मालकीचे शॉपिंग सेंटर मधील दुकान गाळा नं.१०/६२ यासी क्षेत्र अंदाज २५X७ चौ.फूट इतकी असलेली दुकान गाळा तुमचे कब्जेवर्हिवाटीतील असलेली आहे.

सदरील दुकान गाळा व्यवसायासाठी म्हणून तुमच्या कडून भाडेतत्वावर घेतला आहे त्याचे अटी व शर्ती खालील प्रमाणे

१. सदर मिळकत मी दिनांक ०१/०९/२०२३ ते ०१/०९/२०२५ असे पुढील दोन वर्षां पर्यंत राहिल.

२. सदर जागेचे दरमहा भाडे रुपये ८,२००/- (अक्षरी आठ हजार दोनशे रुपये फक्त) इतके ठरलेले आहे. त्याप्रमाणे दरमहाचे भाडे दरमहा दि. २१ तारखे पर्यंत मी तुम्हाला किना तक्रार देत राहीन.

३. सदर जागेचे डिपॉझिट म्हणून मी तुम्हास रक्कम रुपये १,५०,०००/- (अक्षरी दिड लाख रुपये) इतकी रक्कम आजरोजी रोख दिले आहे. त्या बाबत तक्रार नाही.

४. सदर या जागेत मध्ये लाईट कनेक्शन असून त्याचे येणारे बील मी दरमहाचे दरमहा भाडेकरणी भरावयाचे आहे.

५. म्यु. पल टॅक्स व इतर कर हे जागा मालक यांनी म्हणजे तुम्ही भरणेची आहे.

६. सदरचे करारपत्राची मुदत संपल्या नंतर मी तुमच्या मालकीच्या जागेचा/ताबा ठरलेल्या तारखेस रिकामे करून तुम्हांस देण्याचे आहे. सदर जागेचा तुम्हास ताबा दिल्यानंतर मी दिलेली अनामत रक्कम तुम्ही मला किना तक्रार एकरक्कमी परत करण्याची आहे.

७. तसेच सदर कराराची मुदत संपल्या नंतर दोघांच्या संमतीने पुढील भाडेकरार वाढवून घेण्याचा आहे.

वरील अटी व शर्ती लिहून देणार व लिहून घेणार यांचेवर बंधनकारक आहेत जरीन भाडेकरार मी माझ्या राजाखुषीने, अक्कलहशारीने कोणाच्याही दबावाला बळ न पडता लिहून दिला आहे.

हा भाडेकरार लिहून दिला तारीख २५/०८/२०२३

साक्षीदार

Ato. Ludo 8

Handwritten signature
लिहून देणार सही

१) *Handwritten signature* कलादी

(हरीष लक्ष्मीचंद्र शहरी)

२) *Handwritten signature*

लिहून घेणार सही

DIRECTOR

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

Akurdi, Pune-411 044

(म. इस्माईल म. इकबाल शेख)



भाडेकरार लिहून देतो की, सोलापूर शहर महानगर पालिका हद्दीतील नोंदभावी पेट्रोल कुभार बॅस येथील सोलापूर महानगरपालिकेच्या मालकीचे शॉपिंग सेंटर मधील दुकान गाळा नं.१०६२ यासी क्षेत्र अंदाज २५X७ चौ.फूट इतकी असलेली दुकान गाळा तुमचे कनेक्शनवाटोतील असलेली आहे.

सदरोल दुकान गाळा व्यवसायासाठी म्हणून तुमच्या कडून भाडेतत्वावर घेतला आहे त्याचे अटी व शर्ती खालील प्रमाणे

१. सदर मिलकत मी दिनांक ०१/०९/२०२३ ते ०१/०९/२०२५ असे पुढील दोन वर्षा पर्यंत राहिल.

२. सदर जागेचे दरमहा भाडे रुपये ८,२००/- (अक्षरी आठ हजार दोनशे रुपये फक्त) इतके ठरलेले आहे त्याप्रमाणे दरमहाचे भाडे दरमहा दि. २१ तारखे पर्यंत मी तुम्हाला बिना तक्रार देत राहीन.

३. सदर जागेचे डिपॉझिट म्हणून मी तुम्हास रक्कम रुपये १,५०,०००/- (अक्षरी दिड लाख रुपये) इतकी रक्कम आजरोजी रोख दिले आहे. त्या बाबत तक्रार नाही.

४. सदर या जागेत मध्ये लाईट कनेक्शन असून त्याचे येणारे बील मी दरमहाचे दरमहा भाडेकरुना भरावयाचे आहे.

५. म्यु.पल टॅक्स व इतर कर हे जागा मालक यांनी म्हणजे तुम्ही भरणेची आहे.

६. सदरचे करारपत्राची मुदत संपल्या नंतर मी तुमच्या मालकीच्या जागेचा/ताचा ठरलेल्या तारखेस रिक्कामे करून तुम्हांस देण्याचे आहे. सदर जागेचा तुम्हास ताबा दिल्यानंतर मी दिलेली अनामत रक्कम तुम्ही मला बिना तक्रार एकरक्कमी परत करण्याची आहे.

७. तसेच सदर कारारची मुदत संपल्या नंतर दोघाच्या संमताने पुढील भाडेकरार वाढवून घेण्याचा आहे.

वरील अटी व शर्ती लिहून देणार व लिहून घेणार यांचेवर बंधनकारक आहेत. वरील भाडेकरार मी माझ्या राजीखुपोने, अक्कलहुरारीने कोणाच्याही दबावाला बळ न पडता लिहून दिला आहे.

हा भाडेकरार लिहून दिला तारीख २५/०८/२०२३

साक्षीदार

File. 1448

Hon.
 लिहून देणार सही

१. लक्ष्मी लक्ष्मी लक्ष्मी

(हरीष लक्ष्मीचंद्र शहरी)

२. लक्ष्मी लक्ष्मी लक्ष्मी

लिहून घेणार सही

Director

(म. इस्माईल म. इस्माईल शहरी)
D. Y. Pali Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 044



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महाराष्ट्र MAHARASHTRA

2023

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सोलापूर अ. वि. १२५६० दिनांक २५/०८/२०२३

श्री. श्री. हरीश लक्ष्मीचंद्र शहरी

पत्नी स्वयं या अनवल स्टॅम्प मागितलेलेकल

१ रुपये या व मर्यादा

ह्या या अनवल स्टॅम्प दिनांक

उत्तर स्टॅम्प या कारणाकरीता दिनांक

Handwritten signature

कोबागार कार्यालय सोलापूर

11 AUG 2023

मुद्रांक प्रमुख लिपिक/उपलेखापाल

श्री. राजकुमार लक्ष्मीचंद्र शहरी
मुद्रांक लिपिक, १८८, न्यू पार्ले पेठ, सोलापूर.
पदवर्ग क-१९, सन २०००
फोन नं. २२२१०२१, मोबाईल नं. ९८९०९२२५८१

भाडेकरार पत्र

लिहून घेणार :- म. इस्माईल म. इकबाल शेख (मिळकत मालक)

वय- २८ वर्षे, धंदा- व्यापार

रा. 10377/2/4, मुस्लीम पाच्छा पेठ, सोलापूर



लिहून देणार :- हरीश लक्ष्मीचंद्र शहरी

वय- ५३ वर्षे, धंदा- व्यापार

रा. फ्लॉट नं. १६ राजेशकुमार भंगार, होटगी रोड, सोलापूर

DIRECTOR

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

Date - 11/3/2024

TO,

Asst. prof. Sarah. D. Souza
Training & placement office
MBA dept.

Subject - working in our fathers farms

Respected maam,

This is to inform you that am I
am working in our fathers farms.

I am appointed
so I request to consider this as
my employment status.

attach to my the my father
document.

warm regards,

pranjal mohare
MBA (2023 Batch)

Roll No -
41649

Pranjal Mohare




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

वर्ष: 2022-23		राज्य मधुवा आर-अ आर्यन जमिनीची मोजकरी (कृषिक) (आमलगीदार खतावली -- जमावही पत्रक)					7/14/2023		
गाव: कुलाबे		हातुका: अक्षेप					निरास: गुणे		
गाव मधुवा	भूमापन क्रमांक	क्षेत्र			वसुलीमाही	हक्का			
सहा	व उपविभाग								
मधील	अमांक								
नं									
		आमलगीदार मोजकरी क्षेत्र	मोटाखान क्षेत्र	एकूण क्षेत्र	आमलगीदार मोजकरी क्षेत्र	मुक्ता अमिनीबरील मुक्ता	व्यापक उपकर		
		(हे.आर.पी.मी)	(हे.आर.पी.मी)	(हे.आर.पी.मी)			निर.प.	पा.	
		(१)	(२)	(३)	(४)	(५)	(६)	(७)	(८)
खाने	भाग मासली मोहरे.								
अमांक									
224									
अक्षेप									
खाने	203/8	0.32.00	0.0000	0.32.00	0.53	0	3.71	0.53	4.77
	267/2	0.10.00	0.0000	0.10.00	0.15	0	1.05	0.15	1.35
	272/2	1.04.33	0.0000	1.04.33	0.83	0	5.81	0.83	7.47
	316/1	0.27.50	0.0000	0.27.50	0.38	0	2.66	0.38	3.42
	320/3	0.05.50	0.0000	0.05.50	0.15	0	1.05	0.15	1.35
	321/5	0.08.00	0.0000	0.08.00	0.22	0	1.54	0.22	1.98
	323/6	0.02.75	0.0000	0.02.75	0.31	0	2.17	0.31	2.79
	323/7	0.02.55	0.0000	0.02.55	0.27	0	1.89	0.27	2.43
	326	0.09.50	0.0000	0.09.50	0.3	0	2.1	0.3	2.7
	एकूण	2.02.13	0.0000	2.02.13	3.14	0	21.98	3.14	28.26

"या प्रमाणित प्रतीसाठी मी सहस्र रु/- रुपये विवदारे,"
 दिनांक:- 14-07/2023
 सांकेतिक प्रमाण:- 27250002030307000072023213

(राब :- अक्षेप भाग बरे)

हस्तादी सगळी :- अक्षेप भाग :- अक्षेप भाग

मि :- गुणे

पत्रे :-

ही अक्षेप भाग बरे गुणे



K. Nimish

DIRECTOR

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

For more information visit <http://www.dykim.com/DDM/Report8a>

14-07-2023

Date :- 14.06.2024

Sanket Chauhan

Final Year MBA

Seat No :- 41636

To, Sarah Dsouza mam,

Sub: Regarding Not interested in Campus Placement
As am a Content Creator.

Dear Placement Team,

I am writting these Application to inform you that i was not intrested in Campu's Placement the reason i was very much occupied with my YouTube Content Creation As a result, I ~~was~~ not willing to apply through the College Placement.

I request you to take my Application

My YouTube channel
[Sanket Chauhan]



Best Regards
Sanket Chauhan

A handwritten signature in blue ink, appearing to read "K. Nimrah".

DIRECTOR

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



Sanket Chavhan

@sanketchavhan1859

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

To,
 Sarah d'souza ma'am,
 Training and placement co-ordinator
 of D.Y. Patil Institute of Master of
 computer Application & management
 Akurdi pune

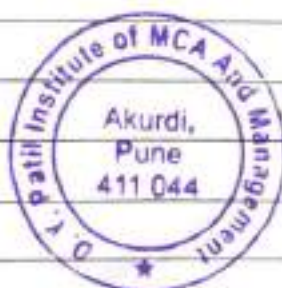
Sub - Applying of govt. Job

Respected ma'am,

I Siddhesh Borikade student of
 MBB have passed my final exam in April
 2023. I am writing to request the issuing
 and certian document from D.Y. Patil
 institute of master of computer application
 and management Akurdi. Pune

I have cleared ~~my~~ Forest depart
 ment government exam and I need a
 document regarding this government job.
 I choose my carrier in forest department.

I have attached my4 mercesary
 form and ~~also~~ provided all required
 detail for document insurance process.



K. Nimbh
 DIRECTOR

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

Sincerely
 Siddhesh Borikade
 S.D. Borikade
 MBA Batch 2021-23
 Div - B
 Roll No - 110



प्रधान मुख्य वनसंरक्षक (वन बल प्रमुख), महाराष्ट्र राज्य, नागपूर
"वनभवन" रामगिरी रोड, सिव्हिल लाईन्स, नागपूर - ४४० ००९



ADMIT CARD



CANDIDATE FULL NAME उमेदकाराचे पूर्ण नाव	SIDDHESH DIPAK BARKADE		
CHANGED NAME बदललेले नाव	N/A		
REGISTRATION ID नोंदणी आईडी	10359547		
ROLL NO. बैठक क्रमांक	FOG0302113530356		
DATE OF BIRTH जन्म दिनांक	25-09-2000		
GENDER लिंग	Male		
APPLIED POST अर्ज केलेले पद Forest Guard (Group-C)			
IS CANDIDATE PERSON WITH DISABILITY/ दिशांग	N/A	Candidate's Signature on Application Form उमेदकाराची स्वाक्षरी	Candidate's Signature (in Front of Invigilator) उमेदकाराची स्वाक्षरी (पर्यवेक्षकाच्या समोर)
DISABILITY TYPE अपंगत्वाचा प्रकार	N/A	Invigilator Name & Signature/ पर्यवेक्षकाचा नाव आणि स्वाक्षरी	
IS SCRIBE REQUIRED लेखनिकाची आवश्यकता आहे ?	N/A		
EXAM DATE परीक्षा दिनांक	03/08/2023		
EXAM TIME परीक्षेची वेळ	12:30 PM - 2:30 PM		
REPORTING TIME परीक्षा केंद्रात प्रवेशाची वेळ	11:00 AM		
GATE CLOSURE TIME प्रवेश बंद होण्याची वेळ	12:15 PM		
EXAM CENTRE DETAILS परीक्षा केंद्र तपशील	ION Digital Zone (DZ Ramtekdi 3) GATE 3, Sahayog Digital Hub, S.No. 107/01, Plot No.7, Ramtekdi Industrial Estate No.2, Near HP Petrol Pump, Hadapsar, Pune, Maharashtra, India - 411013		

महत्वाची नोंद:

This Hall Ticket should be Printed in



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

Sl. No.	Participant ID	Name	Gender	Qualifies Category	Horizontal Reservation category (Female / Sportsmen / Ex-Servicemen / Person with Disability Eng / Earthquake affected / Widow, Divorced / Ex-convict, etc.)	Merits obtained in Online examination out of 120
1	2	3	4	5	6	7
1204	FO08004900009	AMY ANJUL PANDARE	Male	NT-C	---	51
1205	FO01000000000	SAVITH DEVI THOMAS	Male	DBC	---	51
1206	FO01001100000	ABHIT BHATTARAJA	Male	CPWS	---	51
1207	FO00001100001	ANURAG SURESH KUMAR	Male	DBC	---	51
1208	FO08000000000	ANNA GABRIEL CHRISTOPHER	Female	DBC	Female	51
1209	FO08001000000	ABHIR DEVI SHREEMATH	Male	CPWS	---	51
1210	FO08000000000	DEEPA SARDHANA KUMAR	Male	NT-C	---	51
1211	FO00001000000	SHASHI-DEEPA VIJAYALAKSHMI	Female	DB	Female	51
1212	FO01001100001	ANURAG SURESH KUMAR	Male	CPWS	---	51
1213	FO01000000000	ANURAG SURESH KUMAR	Male	NT-C	---	51
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1215	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1216	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1219	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1220	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1221	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1222	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1225	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1226	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1227	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1228	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1230	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1231	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1234	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1235	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1236	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1244	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1245	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1246	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1247	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1248	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1249	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1250	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1251	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1252	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1253	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1254	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
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1256	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1257	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1258	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1259	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51
1260	FO08001000000	ANURAG SURESH KUMAR	Male	DB	---	51



DIRECTOR
D. Y. Patil Institute of Master of Computer
Applications and Management
Akurdi, Pune-411 007