

# Bansilal Ramnath Agarwal Charitable Trust's Vishwakarma Institute of Technology,Pune

(An Autonomous Institute affiliated to Savitribai Phule Pune University) (Formerly University of Pune) 666, Upper Indiranagar, Bibwewadi, Pune-411 037.

# **Provisional Marksheet**

Name: GAJALWAD SACHIN SANGRAM		
GR No: 121C0006 Mother's Name: RAJABAI		
Program: MASTER OF COMPUTER APPLICATION		
Branch: Master Of Computer Applications		
Class: Second Year	Semester: 2	
Month & Year Of Exam: May 2023	Semester Result Date: 24 May 2023	

,	Sr.No	Course Code	Course Title	Credits	Grades
	1	IT8250	INDUSTRYINTERNSHIP	18	Α

	Current Semest	er Record	Cumulative	Semester Record		
Course	Credits Registered	Credits Earned	SGPA	Credits Registered	Credits Earned	CGPA
M CA	18	18	9.00	85	85	8.68

Cumulative Result Status : PASS As On Date : 24-05-2023



Controller of Examinations



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune) GANESHKHIND, PUNE 411007.



Branch: MASTER OF COMPUTER APPLICATIONS (REVISED 2020) - APRIL 2021

SeatNo :20980

Centre: 1060

Perm Reg No(PRN): 2032001723

Student Name: SONKAMBLE VISHAL HANMANTRAO

Mother Name : SHITAL

Col/Inst.Name: 1060 ABHINAV EDUCATION SOCIETY'S INSTITUTE OF MANAGEMENT & RESEARCH

NARHE, PUNE

SEM	SUBCODE	SUBJECT NAME	INT GP	OL/PL/EXT.	UEX TO	OT CREI	OITS (	GRADE
1	121 122 123 124 125 126 127 128	IT11 JAVA PROGRAMMING IT12 DATA STRUCTURE AND ALGORITHMS IT13 OBJECT ORIENTED SOFTWARE ENGINEERING IT14 OPERATING SYSTEM CONCEPTS IT15 NETWORK TECHNOLOGIES OC11 OPEN COURSE 1 OC12 OPEN COURSE 2 IT11L PRACTICAL	19 19 21 22 18 24 23 61	46 50 44 44 46	65 69 65 66 64 24 23 102	P3 P3 P3 P3 P1 P1	A O A A O O A	027 030 027 027 027 010 010 045
	129 130 191 192	ITC11 MINI PROJECT SS11 SOFT SKILLS - I HUMAN RIGHTS - I INTRODUCTION TO CYBER SECURITY - I	68 24 22 23	42	110 24 22 23	* 5 P1 P1 P1	A O A O	045 010 !
2	221 222 223 224 225 226 227 228 229 230 291 292	IT21 PYTHON PROGRAMMING IT22 SOFTWARE PROJECT MANAGEMENT MT21 OPTIMIZATION TECHNIQUES IT23 ADVANCED INTERNET TECHNOLOGIES IT24 ADVANCED DBMS OC21 OPEN COURSE 3 OC22 OPEN COURSE 4 IT21L PRACTICAL ITC21 MINI PROJECT SS21 SOFT SKILLS - II HUMAN RIGHTS - II INTRODUCTION TO CYBER SECURITY - II	20 21 23 22 18 22 23 64 68 22 22 21	45 44 34 46 46 40 42	65 65 57 68 64 22 23 104 110 22 22 21 1212	* 3 3 3 3 3 4 1 5 5 5 1 1 * 1	A A B O A A O A A A A	027 027 024 030 027 009 010 045 045 009 !

SGPA: (1) 9.21 (2) 9.04

POINTS 511

**RESULT DATE: 27 November 2021** 

TOTAL: CREDITS 56 GRADE

The results published online are for immediate information only. These cannot be treated as original statement of marks, Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.



# Dr. Babasaheb Ambedkar Marathwada University

University Campus, Aurangabad-431004, Maharashtra(India), Recognized by UGC U/s 2(f) and 12(B), NAAC Reaccredited with 'A' Grade

# Statement of Grade for Faculty of Science and Technology M.C.A(With Creadits) M.C.A. IV Semester Examination: Apr/May-2022

Name: **GALANDE GOVIND** 

Exam Center: **501** 

Mother's Name: NANDABAI **VASANTRAO** 

PRN: 2020015200894074 Seat Number: 214230017 College: Marathwada Institute of Technology, Aurangabad (553) Exam Venue Code: 579

LAUTH CCITIC	1. 301		11/1	aili veile	icc	Joue. 37.	,		
Paper Code		Paper Name	,	Credits		Grade otained	Grade Points	Earned Gr Points	Remark
M.C.A. IV S Semester	eat N	umber : 21423	30017	Exam	: A	pr/May	-2022		
MCAL401 D	issert	ation		22.0	0	0	10.00	220.00	E,C
MCAL402 S	emina	ar		2.00	)	A	6.99	13.98	E,C
Credits:24.0	00	EGP:233.98	SGPA:9.75	Statu	ıs:I	PASS	Grade:	0	
M.C.A. III S	emest	ter (Seat No: 2	213230017	Exam Ev	en	t: Oct-2	021)		
Credits:26.0	00	EGP:238.82	SGPA:9.19	Statu	Status:PASS Grade		Grade:	<b>::</b> 0	
M.C.A. II Se	m. (S	eat No: 112230	0010 Exam	Event:	Apı	r-2021)			
Credits:26.0	00	EGP:240.87	SGPA:9.26	Statu	ıs:I	PASS	Grade:	0	
M.C.A. I Ser	n. (Se	at No: 111230	017 Exam	Event: 0	ct-	2020)	1		
Credits:26.0	00	EGP:247.00	SGPA:9.50	Statu	ıs:I	PASS	Grade:	O	
	24.0		Total EGI 233.98	):	CG	SPA: 9.4	2	Status : I	PASS
Cumulative	Gra 535/		Equivaler Percentag 89.17 %		Gr	ade : O		Ordinan Applied	ce : Not
Abbroggiatio	nc. Cr	" Crada SCDA	Competer	Crada Da	ini	+ Attorna	o CCDA.	Cumulat	ix70

Abbreviations: Gr: Grade, SGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Past Performance, N: Not Exempted

Result Declared On: 15 Sep 2022

# Disclaimer:

- 1) These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- 2)This Provisional statement shall not be used for any other purpose other than admission, filling exam forms and redressal procedure.
- 3)Concerned Faculty/College admitting the student must verify the true state of this Provisional Result from http://localhost/.
- 4)In case of any query, please contact university authorities for further clarifications.

Director, **Board of Examinations & Evaluation** 



# SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED-431 606.

MAHARASHTRA STATE, INDIA.
NAAC Re-accredited with 'A' Grade

STATEMENT OF MARKS www.srtmun.ac.in

> SR. No. : CO-191399

**EXAMINATION:** M. Sc. [ SOFTWARE ENGINEERING ] FIRST YEAR [ SEM. -I & II J, [NEW-CBCS], SUMMER-2021.

**УНВВ20** COLLEGE NAME : MGM'S COLLEGE OF COMP. SCI. & INFO. TECH. , NANDED.

PRN/ELIGIBILITY NUMBER: 546/1/2020/159/14

COLLEGE CODE :

159

NAME KULKARNI VEDANT SANTOSH SEAT NUMBER:

CGPA : 9.60	TOTAL CREDITS EARNED :	SEMESTER-II LINUX O.S. CONCEPT & ADMIN. ADVANCE JAVA PROGRAMMING DATABASE ADMINISTRATION ELECTIVE LAB 3: ADVANCED JAVA LAB 4: LINUX & DBA OPEN ELECTIVE SKILL BASED ACTIVITY	SEMESTER-I PROGRAMMING WITH C++ SOFTWARE ENGINEERING OPERATING SYSTEM CONCEPTS ELECTIVE LAB 1 : PROGRAMMING IN C++ LAB 2 : BASED ON ELE. SUBJECT OPEN ELECTIVE SKILL BASED ACTIVITY	PAPER TITLE(s)
	50 50	444UN4→	44440044	CREDITS
		25 10 21 25 10 20 25 10 22 25 10 22 25 10 16 25 10 21 25 10 23 100 40 85 25 10 19	25 10 21 25 10 24 25 10 18 25 10 24 25 10 18 25 10 18 25 10 20 100 40 75 25 10 18	MAX. MIN. OBT.
		75 30 68 75 30 75 75 30 56 75 30 49 25 10 22 25 10 23	75 30 75 75 30 71 75 30 71 75 30 71 75 30 75 25 10 19 25 10 20	MAX. MIN. OBT.
	1069/1250	89 0 10 78 0 10 78 A+ 9 46 0 10 19 A+ 9	96 0 10 95 0 10 89 0 10 99 0 10 37 A+ 9 40 0 10 75 A+ 9 18 A+ 9	TOT GD GP
	480		0 40 0 40 0 40 0 20 0 20 0 9	EGP

RESULT : PASS

DATE SEPT. 04, 2021.

TH: THEORY, PR: PRÁCTICAL [CA+:SE]. IE : INTERNAL EXAM, SEMI : SEMINAR, OR : ORAL, T : TEST, TW : TERM WORK, TTW : TEST+TW, AA : ABSENT, \*EXEMPTED, \*GRACE AVAILED/04
MCO : MULTIPLE CHOICE OUESTION, PC : PERFORMANCE CANCELLED, WPC : WHOLE PERFORMANCE CANCELLED, CA : CONTINUOUS ASSESSMENT, ESE : END OF SEMESTER EXAMINATION.
THIS STATEMENT IS SUBJECT TO CORP. TO STATE OF THE STATE OF THE STATEMENT OF THE STATEMENT

DIRECTOR

Board of Examinations & Evaluation



# SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED - 431 606.

MAHARASHTRA STATE, INDIA. NAAC Re-accredited with B++ Grade

www.srtmun.ac.in

SR. NO. : CP. 0131262

182

STATEMENT OF MARKS

M.Sc. [ SOFTWARE ENGINEERING ] SECOND YEAR [ SEM. -III & IV ], [ COLLEGE NAME : MGM'S COLLEGE OF COMP. SCI. & INFO. TECH., NANDED. YI1516 INEW-CBCS1, SUMMER-2022

546/1/2020/159/14

**EXAMINATION:** 

SEAT NUMBER:

COLLEGE CODE :

159

NAME : KULKARNI VEDANT SANTOSH

AGGREGATE PERCENTAGE : 82.84 %	5.Y. CGPA: 9.20 S.Y. CREDITS EARNED: F.Y. CGPA: 9.60 F.Y. CREDITS EARNED: FINAL CGPA: 9.40 TOTAL CREDITS EARNED:	SEMESTER-IV WEB TECHNOLOGY TOOLS DATA SCIENCES MAJOR PROJECT DEVELOPMENT ACTIVITY ELECTIVE: CLOUD COMPUTING LAB-5: WEB TECHNOLOGY LAB-6: DATA SCIENCES OPEN ELECTIVE SKILL BASED ACTIVITY	SEMESTER-III SOFTWARE TESTING TOOLS CLIENT SERVER TECHNOLOGY VB.NET PROGRAMMING ELECTIVE: MGT. INFO. SYSTEM LAB-3: SOFTWARE TESTING LAB-4: VB.NET PROGRAMMING OPEN ELECTIVE - SKILL BASED ACTIVITY	PAPER TITLE(s)
STANSAN HANDER	50	444411144	a a a a u u a u	CREDITS
	5. Y. TOTAL: 1002/1250 F. Y. TOTAL: 1069/1250 GRAND TOTAL: 2071/2500	25 22 75 37 59 25 20 75 38 58 25 20 75 82 82 25 20 75 45 65 25 22 25 21 43 25 22 25 22 44 100 90 70 25 20 20	25 20	MAX. MIN. OBT. MAX. MIN. OBT. OBT
	S. Y. EGP TOT EGP	B+ 7 B+ 7 0 10 0 10 10	10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	GD GP
	460 480 940	140000000000000000000000000000000000000	40 40 20 20 36	EOP

RESULT : PASS

9

DATE : AUGUST 18, 2022.

0

MINIMUM PASSING FOR EACH SUBJECT IS 40% OF SUBJECT MAXIMUM MARK.

MOD : MULTIPLE CHOICE QUESTION, PO : PERFORMANCE CANCELLED, WPC : WHOLE PERFORMANCE CANCELLED, CA : CONTINUOUS ASSESSMENT, ESE : END OF SEMESTER EXAMINATION.

THIS STATINGATIVE COMPANY OF THE STATIN THIS STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY TH THEORY PR PRACTICAL [CA+ESE], IE INTERINAL EXAM, SEMI SEMINAR, OR CORAL, T. TEST, TW. TEST, TW. TEST, TW. TEST+TW, AA CABSENT, #EXEMPTED, "GRACE AVAILED/04

DIRECTOR

**Board of Examinations & Evaluation** 

# ूर्णवात हिन्दुका स्थामी शमानंद तीर्थ

# Swami Ramanand Teerth Marathwada University, Nanded. <u>EXAMINATION PROGRAMME</u>

# B.Sc. (Computer Science) I, II, III, IV, V & VI Semester (Theory Pattern) (CBCS Revised)\*

\*CBCS Revised Means Syllabus w.e.f. 2019-20 (FY), 2020-21 (SY), 2021-22 (TY)

# (Regular/Backlog) Examination Summer-2024

The Examination shall be held on days & dates mentioned below at all Centres simultaneously.

Course: B.Sc. (Computer Science) (Summer-2024)

Course Code: PD

First Session: As mentioned Second Session: As mentioned						
Paper Code	Date	Sem	Paper Title & Paper No.	Timing	DAY	NS
PD-01	02/04/2024	I	Basics of Computer Science (CBCS Revised)	10 am to 01 pm	1	
PD-02	02/04/2024	VI	Mobile Application Development BCS-601 (CBCS Revised)	10 am to 01 pm	1	
PD-03	02/04/2024	III	Object Oriented Programming (CBCS Revised)	02 pm to 05 pm	1	
PD-04	03/04/2024	II	Operating System (CBCS Revised)	10 am to 01 pm	2	
1001	03/04/2024	V	Environmental Studies (Compulsory) (New)	10 am TO 12 Noon	2	
PD-05	03/04/2024	IV	Elective-A: Principle of Compiler Design (CBCS Revised)	02 pm to 05 pm	2	
PD-06	03/04/2024	IV	Elective-B: Essentials of Computer Security (CBCS Revised)	02 pm to 05 pm	2	
PD-07	04/04/2024	I	Introduction to Programming Language Using C (Part-1)(CBCS Revised)	10 am to 01 pm	3	
PD-08	04/04/2024	VI	Fundamentals of Image Processing BCS-602 (CBCS Revised)	10 am to 01 pm	3	
PD-09	04/04/2024	III	Elective-A: Discrete Mathematics (CBCS Revised)	02 pm to 05 pm	3	
PD-10	04/04/2024	III	Elective-B: Mathematical Techniques in Computer Science (MTCS) (CBCS Revised)	02 pm to 05 pm	3	
PD-11	05/04/2024	II	Introduction to Programming Language Using C (Part-2) (CBCS Revised)	10 am to 01 pm	4	
PD-12	05/04/2024	V	Windows Programming BCS-501 (CBCS Revised)	10 am to 01 pm	4	
PD-13	05/04/2024	IV	Programming in JAVA (CBCS Revised)	02 pm to 05 pm	4	
PD-14	06/04/2024	I	Web Technologies (CBCS Revised)	10 am to 01 pm	5	
PD-15	06/04/2024	VI	Elective-A: Software Process Management (CBCS Revised)	10 am to 01 pm	5	
PD-16	06/04/2024	VI	Elective-B: Linux Administration (CBCS Revised)	10 am to 01 pm	5	
PD-17	06/04/2024	III	Computer Networks (CBCS Revised)	02 pm to 05 pm	5	
PD-18	08/04/2024	II	Database Management System (CBCS Revised)	10 am to 01 pm	6	
PD-19	08/04/2024	V	Python (CBCS Revised)	10 am to 01 pm	6	
PD-20	08/04/2024	IV	Software Engineering (CBCS Revised)	02 pm to 05 pm	6	
PD-21	10/04/2024	I	Elective-A: Office Automation (CBCS Revised)	10 am to 01 pm	7	
PD-22	10/04/2024	I	Elective-B: Fundamentals of Digital Electronics (CBCS Revised)	10 am to 01 pm	7	
PD-23	10/04/2024	V	Elective-A: Software Testing (CBCS Revised)	10 am to 01 pm	7	
PD-24	10/04/2024	V	Elective-B: Basics of Linux (CBCS Revised)	10 am to 01 pm	7	
PD-25	10/04/2024	III	Data Structure and Algorithms (CBCS Revised)	02 pm to 05 pm	7	
PD-26	12/04/2024	II	*Elective-A: Desktop Publishing (CBCS Revised)	10 am to 01 pm	8	
PD-27	12/04/2024	II	Elective-B: 8085 Microprocessor (CBCS Revised)	10 am to 01 pm	8	
PD-28	12/04/2024	V	Data Sciences (CBCS Revised)	10 am to 01 pm	8	
PD-29	12/04/2024	IV	Relational Database Management System (CBCS Revised)	02 pm to 05 pm	8	

<sup>\*</sup>Common Paper Code for B.Sc.-CS (Computer Science) & B.C.A.

sd/-

**DIRECTOR** 

Date: 16/03/2024. BOARD OF EXAMINATIONS & EVALUATION



Date: January 05, 2024 Ref No: IM/OL/ 000478 M3

App No: 00033716

To, Mr. Akash Balaji Hamand, S/O Balaji Hamand, 81, VanjarGalli, Kundalwadi, District - Taluka, Nanded, Maharashtra – 431711

# **OFFER LETTER**

Dear Akash Balaji Hamand,

This refers to our applications and subsequent interview with us; we are pleased to offer you employment in our organization as a" Business Recruiter" on the terms and conditions mutually agreed upon.

- 1. Your date of joining is January 05, 2024 at our Thane Mumbai office.
- 2. You Fixed cost of Company will be Rs. 3,00,000 /- per annum.
- 3. You will also be eligible for an incentive as per policy.
- 4. The above CTC and performance-related incentive shall be subject to the statutory tax deductions, as may be applicable.
- 5. Further, you shall be entitled to be reimbursed for all expenses incurred by you, in respect of the work assigned to you provided prior approval has been obtained for incurring such expenditure as per the policy of the company.
- 6. During the term of your employment with IMVED Technologies Private Limited. You should not engage in any employment or act in any which either conflict with duties and obligations to IMVED Technologies Private Limited or contrary to the policies or interests of IMVED Technologies Private Limited.
- 7. You will serve a probationary period of six (6) months commencing from your date of joining. Your services will be confirmed on successful completion of probationary.
- 8. During the initial or extended period of probation, this appointment is terminal by giving immediate notice without assigning any reason on either side.
- 9. After the completion of probationary period, this appointment is terminal by either the company or yourself by giving 30 days notice for those who are in Level 1-3 and 15 days notice for those who are in Level 4 to 8 or salary in lieu thereof, without assigning any reason on either side.
- 10. You shall not be allowed to adjust leave credit balances during the notice period once you have tendered your resignation.
- 11. The offer will revoked in case any information is found to be incorrect in the reference check.

# **IMVED** Technologies Private Limited

CIN: U74999MH2018PTC305508

REGISTERED OFFICE: 203, Navnath Prasad Society, Opposite Ghantali Mata Mandir, Naupada, Thane West, Maharashtra 400602.



If you are agreeable to terms of employment as set out above, kindly sign below and return to us the duplicated copy of this letter as a confirmation of your acceptance of the same.

### FOR IMVED TECHNOLOGIES PRIVATE LIMITED





# AUTHORIZED SIGNATORY HUMAN RESOURCES

I read and understood the terms & conditions as mentioned in this letter of offer letter and I hereby confirm unconditional acceptance of the same.

### SIGNATURE OF THE EMPLOYEE

# **Compensation Details**

	Amount Per Month	Amount Per Annum
Details	(In Rs.)	(In Rs.)
Basic	12950.00	155400.00
House Rent Allowance	6968.00	83610.00
Conveyance	1333.00	15990.00
LTC	1667.00	20010.00
Medical Allowance	2082.00	24990.00
Gross Salary	25000.00	300000.00
Cost to Company ("CTC")	25000.00	300000.00



# **AUTHORIZED SIGNATORY**

HUMAN RESOURCES Akash Hamand

**IMVED** Technologies Private Limited

CIN: U74999MH2018PTC305508

REGISTERED OFFICE: 203, Navnath Prasad Society, Opposite Ghantali Mata Mandir, Naupada, Thane West, Maharashtra 400602.



OL No: AM2919 Date: 18 May 2023

Dear Akshay Kale,

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 ACADEMOR as an Academic Counsellor and you will be reporting to the office on 10 June 2023.

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 ACADEMOR:

Date of Joining: 10 June 2023

Training Period: 10 June 2023 to 19 June 2023

On the Job Training Start Date: 20 June 2023

On the Job Training End Date: 19 December 2023

Location of Training: Bangalore Stipend: INR **15000** Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 10 June 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



# **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. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- 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 Academor. 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 Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by	signing below.
We at Academor extend a warm welcome to yo	ou and look forward to a mutually beneficial experience.
SIGNATURE:	DATE:
(Candidate's Signature)	



# **ANNEXURE**

SI. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards:  10th standard or equivalent examination. 12th standard or equivalent Graduation Post-graduation / Doctorate
	Other relevant educational or skill certifications
2.	Any one original certificate (10 <sup>th</sup> /12 <sup>th</sup> or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

000703 - 2022

T20MBA527



# बेनेट विश्वविद्यालय, ग्रेटर नोएडा, उत्तर प्रदेश

२०१६ की उत्तर प्रदेश अधिनियम संख्या २४ के अंतर्गत स्थापित और २०१६ की उत्तर प्रदेश निजी विश्वविद्यालय अधिनियम के अंतर्गत सम्मिलित (२०१६ की यूपी अधिनियम संख्या १२)

# विश्वविद्यालय की विद्या परिषद की अनुशंसा पर अनीशा दासरवार

को स्कूल ऑफ़ मैनेजमेंट के अंतर्गत

मास्टर ऑफ बिजनेस एडिमिनिस्ट्रेशन (बैंकिंग, फाइनेंसियल सर्विसेज एंड इन्शुरेन्स)

की उपाधि के लिए सभी आवश्यकताओं को वर्ष २०२२ में सफलतापूर्वक पूरा करने पर एतद् द्वारा, भारत गणराज्य के उत्तर प्रदेश स्थित बेनेट विश्वविद्यालय की मुहर अंकित, आज दिनांक ०८ दिसंबर २०२३ को प्रदान की गई।

# Bennett University, Greater Noida, Uttar Pradesh

Established in 2016 vide U.P. Act No. 24 of 2016 and incorporated under the Uttar Pradesh Private Universities Act, 2019 (U.P. Act No. 12 of 2019)

upon the recommendation of the Academic Council of the University hereby confers the Degree of

# Master of Business Administration (Banking, Financial Services & Insurance)

of School of Management upon

# **ANEESHA DASARWAR**

who has successfully completed all the requirements for award of this Degree in the year 2022.

Given this day, the 08th of December 2023, under the seal of the Bennett University

at Uttar Pradesh in the Republic of India.

कुलसचिव / Registrar

ग्रेटर नोएडा, उत्तर प्रदेश, भारत

Greater Noida, Uttar Pradesh, India



Maria al

कुलपति / I/c Vice Chancellor



# EMPLOYMENT AGREEMENT

This Agreement ("Agreement") is entered into as of the <u>April 10<sup>th</sup></u>, <u>2023</u> by and between <u>ApTask India Pvt. Ltd.</u> ("ApTask / Company"); and <u>Aneesha Dasarwar</u> "You / employee"). The parties agree as follows:

# 1. Position / Title:

You will be employed with ApTask as a **Recruiter**.

# 2. Salary:

You will be entitled to a Gross remuneration package of **Rs 6,80,600 per annum (Six Lakh Eighty Thousand Six Hundred Only) Cost to Company.** The breakdown of the same is mentioned in Annexure A attached herewith. Annual increments in salary or incentives are not automatic, these will be solely based on performance and at the discretion of ApTask. We will hold annual performance audits to substantiate such an increase or lack thereof. An HR Policy Handbook will be given to you at the time of hire with details of the Terms and conditions of your employment along with the Incentive and Increment structure. **The details about this agreement including but not restricted to terms of employment, remuneration, and incentives are confidential. Divulging such information to anyone without the prior written consent of ApTask will be considered a breach of confidentiality and will lead to disciplinary action including but not limited to immediate termination of employment.** 

# 3. Probationary Period:

A three-month probationary period will apply to this Employment. This period provides employees with the opportunity to become familiar with his/her job duties, responsibilities, and expectations. This time also enables you and Company to evaluate one another to determine if the working relationship is satisfactory and mutually beneficial. During the probationary period, the Employee's progress and performance will be assessed by the Company. The termination clause as mentioned will be applicable even during the probationary period. Employee shall not be eligible for any paid time off during such probationary period.

# 4. Work Hours:

- 4.1 ApTask India Pvt. Ltd. practices a 45-hour workweek across 5 working days. Our Office hours are **6:30 PM 3:30 AM** during day light saving and **7:30 PM 4:30 AM** post day light saving
- 4.2 You may be required to work after hours or over weekends or statutory holidays, based on the work load and business need.
- 4.3 Your actual working hours and shift may vary from time to time-based on the business need

Because of your position, it may be necessary for you to undertake business related travel. During such travel, you will be required to strictly follow the rules and regulations of the client and ApTask. Any business-related expense will be pre-approved and only reimbursable by ApTask upon production of actual receipts. Any travel / expense not pre-approved in writing by ApTask management shall be deemed to be non-reimbursable / payable

# 5. Work from Home

ApTask currently uses FlexiServer for all employees. ApTask may use an alternate / comparable software in the future. FlexiServer is a software that enables ApTask to quantify the Employee's Day







to day activity and increase accountability during work hours. ApTask will have the tech support team work with employee on installing FlexiServer or a similar / alternate product on the Employees PC / Laptop.

# Points to remember when you work from home

- All work from home employees will have their work hours tracked on Flexistation. Employee is expected to work 9 hours per day with a one-hour dinner break.
- The employee will use the company phone/softphone for all business needs.
- The employee will only utilize their company email ID for all business communications.
- The employee will store all data on the company file server only.

# **6.** Restriction on Alternate Employment:

The employee should work exclusively for ApTask and remain an ApTask Employee and should not have any other employment outside of ApTask or ApTask's assigned client.

# 7. Start Date:

You are requested to start with ApTask on or 10<sup>th</sup> April, 2023 (Contingent upon completing all onboarding related activities and document submission). Before joining, you are required to submit copies of the following documents to the Human Resource Department either in paper/electronic format. Your date of joining may be delayed if these documents are not received and verified by ApTask.

- Appointment & Relieving Letter for all past employment listed in the resume at the time of interview / submittal
- Salary proof of last three months supported by the bank statement
- Address proof. (Copy of passport, ration card, driving license, electricity bill, rent agreement copy, etc)
- photo identification proof. (Passport, Driver's license Aadhar card, Voter's Id)
- Copy of Aadhar Card (For Labour related benefits)
- Copy of Pan Card
- Copy of signed canceled cheque

# **8.** Code of conduct:

- a. To generate "mutual respect", you should respect all individuals irrespective of their caste, age, sex, level, etc.
- b. You may be required to deal with the Company's money, equipment, and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonestly in dealing with the Company's money or equipment or documents or of theft or misappropriation, regardless of the value involved, your service would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the employment agreement. You may also be liable to criminal or police investigation

# 9. General

**a. Absence:** Any leave of absence for a continuous period of THREE days of unsanctioned leave may be cause for termination of services. Such termination will not need any notice period from the Company, nor any compensation other than for actual days worked. Determination of actual days worked will be at the sole discretion of ApTask. This will be considered a termination and not a resignation so there will be no relieving letter provided by ApTask.







- **b. Training:** You may be required to undergo various specialized (internal/external) training which the Company may arrange for you from time to time and you will be required to adhere to the schedule as specified for the training programs. During such training you shall be professional and uphold ApTask at the highest standard.
- **c. Commitments:** You confirm that there are no other commitments made by the Company in terms of your compensation or otherwise, other than what is mentioned in this employment agreement letter or the Handbook. Any changes to these documents shall be in writing.
- d. Usage of Software/Hardware: You are strictly prohibited from using any unauthorized infringed copies of the software on your office computer or in the office premises. You are further prohibited from copying software or data from or to the computer used for official purpose without the implicit authorization from the ApTask Support Team. Such authorization shall not be unduly withheld. Noncompliance with this rule will be regarded as a serious offense and will be subject to disciplinary action including termination and legal action. ApTask has the right to check any device being used during office hours.
- **e. Non-Disparagement:** You agree that during your employment with ApTask and for a period of 2 years post your termination (Voluntary or involuntary), you shall not make any statement or take any action intended to impair the goodwill or the business reputation of APTASK (or any of its affiliates) or its services (or the services of any of its affiliates), or to be otherwise detrimental to the interests of APTASK (or any of its affiliates).

# 10. Termination:

You will provide ApTask with a minimum of **two (2) months'** notice for termination of services (Letter of resignation). Submitting a resignation letter will not be considered an automatic approval of Termination / Resignation. ApTask shall respond to such a letter of resignation with their approval / disapproval for the same along with the final date of termination and reason for termination. Employee shall continue to be bound by all clauses of this agreement till the final date of termination provided by ApTask.

ApTask may terminate your employment with or without cause upon immediate notice to you. ApTask shall attempt where possible to provide a **one** (1) **month** notice prior to termination, however, ApTask shall in no way be obligated to provide the same. ApTask has the right to terminate your employment immediately without any advance notice if you breach any clause of this agreement, for falsifying information or for gross misconduct. ApTask shall pay you for all approved and undisputed days of work till the date of termination.

### 11. Service Conditions:

- a. ApTask, at its sole discretion and convenience, will be entitled to assign you duties and responsibilities depending on your performance and capabilities and ApTask's requirements.
  - ApTask will also be entitled to change or modify the such responsibilities
- b. You will carry out your duties with diligence and loyalty at all times, keeping the organization's interest paramount.
- c. During the employment, you will be bound by ApTask's rules and regulations framed and enforced. The company reserves the right to amend or alter these at any time at its discretion with or without notice, these will be deemed as rules and regulations in the terms of your employment.
- d. You will not access any social networking websites (not related to work) during work hours, and any such use shall entitle ApTask to take strict disciplinary action against you.





ApTask has the right to track usage of any company device including but not limited to company-provided Laptop, computer, or phone. ApTask may also track any personal device being used for company purposes.

- e. You agree to comply with all policies laid out in the HR policy Documents, which are attached to the end of this document.
- f. Your appointment and continuation of services in the company are subject to the assumption that you are medically able to perform the duties that you are hired for. ApTask may at its sole discretion request you to undergo background, drug, or medical testing. You agree to comply with such request within 5 days of the request being made
- g. You will be required to sign an undertaking of non-disclosure of confidentiality information at the time of your appointment.

IN WITNESS WHEREOF, the parties have executed this Agreement, effective as of the date and vear have first written above

ApTask India Pvt. Ltd.
Ravindra Poojari
Directorned Operations

Kawwara Poojari

0417E24086B0414...

EMPLOYEE
Employee Signature
Ancestla Dasarwar

\_ -1933D9A4DE3B4B6...





# **Employee Non-Disclosure and Non-Compete Agreement**

FOR GOOD CONSIDERATION, and in consideration of being employed by ApTask India Pvt. Ltd., (ApTask) the undersigned employee hereby agrees and acknowledges.

- 1. That during my employment there may be disclosed to me certain trade secrets of the Company; said trade secrets consisting but not necessarily limited to:
  - a. Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs, and research projects.
  - b. Business information: Customer lists, pricing data, sources of supply, financial data and marketing, databank, passwords of portals and social networking portals, plans, etc.
  - c. Company Clients / Employees: Names and contact information of any client, employee or contractor of ApTask that was introduced to you while employed with ApTask.
- 2. I agree that I shall not during, or at any time after the termination of my employment with ApTask, I shall not use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of ApTask which violates this agreement. I shall not connect with or use the client, employee or contractor information for personal gain.
- 3. That upon the termination of my employment with the Company:
  - a. I shall return to the Company all company equipment and documents and other tangible property of the Company, including but not necessarily limited to: Company provided equipment, drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during employ. I further agree that I shall not retain copies, notes, or abstracts of the foregoing.
  - b. Employee shall not: (1) Directly or indirectly solicit business from or perform any services for ApTask's Clients or Client contacts or ApTask contacts without the prior written consent of ApTask, (2) Hire or solicit for hire any of the employees and/or independent contractors of ApTask who have been introduced to the Employee in connection with work performed on behalf of ApTask, (3) Introduce any person to the Client or end-user Client intending to place that person in a project/assignment of the Client or the end-user Client for personal gain and (4) Do anything that can divert business away from ApTask. Employee shall not directly or indirectly, engage actively in any other business nor own an interest in any business that is competitive with that of ApTask. Employee shall not, directly or indirectly, for his account or as a party, joint ventures, employee, agent, consultant, officer, director, shareholder or otherwise, engage in business with, contract with or otherwise do business with, directly or indirectly, any party which was a Client of ApTask
- 4. This agreement shall extend throughout the territory of India and to any other jurisdiction where the employee may be relocated in the future. This agreement shall be binding upon and inure to the benefit of the parties, their successors, assigns, and personal representatives. The agreement shall be governed by the laws of India and any dispute arising under this agreement between the parties shall be referred to the Courts of India.
- 5. I will not get involved directly or indirectly in any commercial activity, including assisting friends or family members in supporting commercial/business activity other than my full-time job with ApTask till I am employed with ApTask.







DocuSignEnvelopeID:2F1F3914-1A17-4C73-81C3-02AA6CD11653



If I get involved in any of the above-mentioned activities ApTask reserves the right to follow any lawful procedure against me.

Accepted and Agreed by

**EMPLOYEE** 

\_\_\_\_\_1933D9A4DE3B4B6

Employee Signature Aneesha Dasarwar







# **ANNEXURE I**

# EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

Basic Allowance (BA) House Rent Allowance (HRA) Leave Travel Allowance (LTA) City Compensatory Allowance (CCA) Pay Retirals Benefit

The details for each component falling under these heads are explained as follows:

**Basic Allowance:** The BA is standard across the organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, Gratuity, HRA, etc., and hence has to be balanced so as not to substantially reduce the employee's take-home salary.

**House Rent Allowance (HRA):** The HRA is paid monthly and is standard across the organization and brought to a certain value of the CTC. Those who are staying in rented accommodation can declare the same in the system post joining and the qualifying amount as exempted under the income tax laws of India would be treated as a non-taxable component.

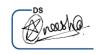
**Leave Travel Allowance (LTA):** THE LTA is paid monthly and is standard across the organization and brought to a certain value of the CTC. This helps you to cover your travel expenses when on leave from work. LTA is exempt from tax u/s 10(5) of the Income Tax Act, 1961. The exemption is purely based on meeting the qualifications mentioned by the government under the above-mentioned act. To claim the same, the employee needs to submit all the necessary documents.

**City Compensatory Allowance (CCA):** CCA is a work location based monthly component to adjust the cost of living expenses.

# **RETIRALS BENEFITS**

**Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). ApTask contributes a matching amount to PF. Out of the employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration. \*The percentage and amount comply with the current PF Act.

**Gratuity:** As per statutory requirements, it is the employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to a maximum limit of INR 10.00 lakhs.







# The Break-up of your salary details are as follows:

Monthly Components (In Rs.)				
Component Percentage Of CTC Monthly Yearly				
Basic Allowance	50% of Gross	28,358.33	3,40,300	
HRA	25% of Gross	14,179.17	1,70,150	
FULL LTA	30% of Basic	8,507.50	102,090	
Fuel and Maintenance Allowance	Balancing figure	2,268.27	69,060	
TOTAL: Monthly ( A )		53,313	6,39,804	

Annual Components (In Rs.)				
Provident Fund	12% of Basic	3403	40,836	
Supplementary Allowance		0	0	
TOTAL: Annual : ( B )		3403	40,836	
Total Earning Opportunity (A)+(B) 56,717 6,80,60				

This amount will be subject to Provident fund deduction and other statutory taxes or withholdings if applicable and as mandated by law. Also, any additional state and central taxes will be deducted from your payroll if applicable.

ApTask follows a salary cycle from 28<sup>th</sup> to 27<sup>th</sup> and the salary is deposited on the 1<sup>st</sup> of every month. Online access to paystubs will be given once you join, any discrepancy in payout should be reported to the HR Department within 15 days of the salary deposit. Any wrong deposit brought to our notice post 15 days will not be considered.

# **Tax Liability**

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax-saving measures in any form and that the same is the individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. ApTask reserves the right to alter, append, or withdraw the benefits extended either in part or full based on management's discretion.

We look forward to you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

For ApTask India Pvt Ltd

Kavindra Poojari
Ravindra Poojari

**Director – Recruitments** 

Anecsha Dasarwar Date: 10<sup>th</sup> April, 2023









# State Common Entrance Test Cell, Maharashtra State, Mumbai 8th Floor, New Excelsior Building, A.K. Nayak Marg, Fort, Mumbai-400001. (M.S.)

Receipt-cum-Acknowledgement of Institute Reporting for Admission to First Year Post Graduate Technical Course in Master of Computer Applications (MCA) for the year 2023 - 2024



Application ID: MC23105869

Application 1D . Mc2310300				
	Persona	I Details		
Full Name	DAMKONDWAR NIKITA DHANYAKUMA	R		
Nationality	Nationality Indian Gender Female			
Date of Birth	29-10-2002	Annual Family Income (₹)	50,001 - 1,00,000	
Category-Caste	OPEN	Category for Admission	OPEN	
Religious Minority/Linguistic Minority	N.A	PWD Type	N.A.	
Type of Candidature	Maharashtra State Candidate - Type A			
EWS Status	Yes	Orphan Status	N.A.	
Allotment Details				
	State Level Merit Number	10622		
	Allotted Choice Code	211324110		
	Allotted Seat Type	GSTO		
	Preference No.	2		
Reporting Details				
Institute	G. S. Mandal's Maharashtra Institute of	Technology, Aurangabad		
Tution Fees (₹)	26956/-	Course	211324110-Master in Computer Application	
Development Fees (₹)	8087/-	Admission Date	07-08-2023	
Other Fees (₹)	0/-	Admission Type	CAP Round - II	
Total Fees (₹)	35043/-			
Remark	Verified and Admitted to FY MCA 2023-2	24		

Declaration by Candidate: I hereby agree to conform to rules, acts and laws enforced by Government. I hereby undertake that so long as I am student of College/ Institute, I will not behave in a manner which may result in compelling the authorities to take disciplinary action against me. I fully understand that the Principal/Director of the institute/college will have rights to expel, rusticate me from the institute, for any infringement of the rules prescribed by the college/institute/university/Government and the undertaking given above.

Date:07-08-2023

Place: Auvangabad

Signature of The Candidate
(DAMKONDWAR NIKITA DHANYAKUMAR)

INSTITUTE USE ONLY

Declaration by the College/Institute: We hereby declare that, we are admitting this Candidate to our College / Institute for First Year Post Graduate Technical Course in Master of Computer Applications (MCA) for the year 2023 - 2024 on verification of Candidate's Identity. The candidate has paid the Fees mentioned in this receipt. We also declare that the admission of Candidate is confirmed in presence of the Candidate.

Seal of G. S. Mandal's Maharashtra Institute of Technology, Aurangabad

Signature of Institute Officer (2113)

Reported On:07-08-2023 01:53:58 PM

Reported By::2113

Printed On :07-08-2023 01:54:35 PM

Printed By:2113

Last Modified On: 07-08-2023 01:53:58 PM

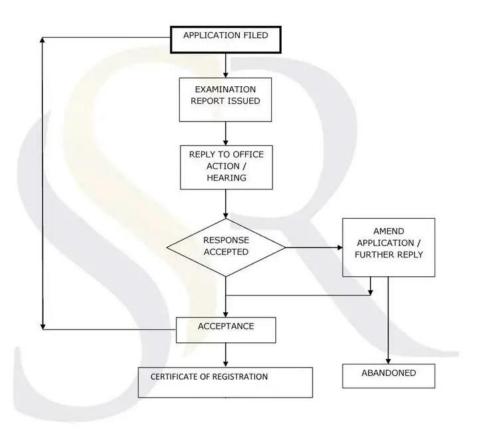
Last Modified By:2113



# **Confidential Document**

Note: Please do not disclose this document

# **UK Design Patent Process up to Grant**



# **Process:**

Above all process undergoes for Granting the UK design patent, it has many phases which we have to face during patenting process. Design patent to granting patent it will require minimum 1 Months (30-Days).

# **Budget Breakup:**

Sr. No.	Procedure	Amount
1.	Patent attorney/agent: {Patent lawyers often manage a	INR. 9000
	team of specialists: technicians with expertise in the	
	field, illustrators to make figures and paraprofessionals	
	that make sure the filings are complete.}	
2.	UK Government fees for above patent document:	£60 (Pound sterling)
		<i>INR. 6400</i> (It may vary)
3.	legal assistance:	INR. 4000
4.	Travelling cost (Offline Submission):	INR. 10000 (Pune-
		Mumbai-Chennai)
5.	Design Model using Software:	INR. 4000
6.	Qualified Examination Agent:	INR. 6000
7.	Courier / Stamping / Bonds etc.:	<i>INR. 2500</i> (It may vary)
8.	Fees (Me and My team)	INR. 5000
9.	Duration:	1 Months
10.	Validity:	5 Months Only

Total Budget: INR. 46,900

# Break up Budget of 5 individuals Inventor / Applicant:

Sr No.	Inventor / Applicant	Break up Amount
1.	Inventor / Applicant-1	INR. 9,380
2.	Inventor / Applicant-2	INR. 9,380

3.	Inventor / Applicant-3	INR. 9,380
4.	Inventor / Applicant-4	INR. 9,380
5.	Inventor / Applicant-5	INR. 9,380
	Total	46,900

**Note:** All above Inventor / Applicant need not to pay INR. 9,380 at one time. Every author has to pay INR. 5000 (Each Author) first, after granting patent have to pay remaining amount i.e. INR.4,380 (Each Author)

# **Individual Installment Details:**

Sr No.	Installations	Amount	
1.	Installment First:	INR. 5,000 (Before)	
2.	Installment Second:	INR. 4,380 (After Grant)	
		(After getting second installment we will provide you details of design patent.)	
Safe sid	Safe side Budget:		
3.	Individual Inventor / Applicant	INR. 00	



# OFFER LETTER

### Mr. Shaikh Hannan Nisar

Shaikh Nisar, House No 114, Haitaipura Khandhar, Kandhar, Nanded, MH 431714

Date: 28 December 2022

### Dear Hannan.

Yantra Tech Innovation Lab Pvt. Ltd. (the Company) is pleased to offer you employment with us on the following terms and conditions.

This offer is subject to and will be governed by the terms and conditions of employment as mentioned in the Employee Handbook. Management reserves the right to amend the Employee Handbook as deemed in the best interest of the company. All terms and conditions mentioned in the Employee Handbook would be in immediate effect from the date of the latest version release. All employees need to familiarize themselves with the clauses mentioned in the Employee Handbook and are expected to align with the policies detailed therein.

- 1. **DESIGNATION:** You will be designated as **Executive-Talent Acquisition.** During your tenure with the Company, you are expected to discharge your duties with sincerity. The Company may, at its discretion, assign other duties to you, which in the opinion of the Company, are in your capacity to discharge, and you will undertake to carry out the same.
- 2. **DATE OF JOINING:** You will join us no later than **02**<sup>nd</sup> **Jan 2023.** If you do not report to work within five business days of the joining date, this offer letter stands cancelled.
  - **3. DOCUMENTS**: You shall produce at the time of starting employment the following documents to the Company.
    - a. Copies of your Educational Certificates,
    - **b.** Copy of the relieving / resignation letter from the last employer,
    - c. Work Experience details (supporting details),
    - **d.** Form 16 or a salary certificate from the last employer,
    - e. Copy of your Passport (First and Last page),
    - f. Copy of PAN (Permanent Account Number) Card, Aadhar Card
    - g. Current Address Proof



- **4. SALARY**: Your annual gross salary will be ₹ 3,60,000/- (**Rupees: Three Lakhs Sixty Thousand Only**) subject to Statutory Deductions etc. as per Company rules. The amount includes Salary, and Fixed Bonus portion. Detailed break-up of your compensation is attached into the annexure along with this offer letter. All payments to you under the terms of employment are subject to deduction at source under the Income Tax Act. The Company will also be entitled to deduct any dues payable by you to the Company.
- **5. LEAVES**: Your leave entitlement shall be subject to rules of the Company as applicable to employees in your cadre.
- **6. PROBATION:** You will be on probation till for a period of Six (6) Months. While on probation your services can be terminated by giving a Three (3) Month of notice. You will continue to be on probation until the Company confirms your services in writing.
- **7. LOCATION:** For the present, your services are required at Pune. As and when the necessity arises, the Company has the right to transfer your services to any other place & location.

### 8. SEPARATION:

- **a.** Employee can terminate this employment service by giving a (3) Three Month notice in writing. Your resignation will not be treated as valid if you are on leave at the time of resigning, and no leaves will be granted once your resignation is submitted.
- **b.** Upon resignation or termination of your employment, you will return to the Company all documents, books, electronic media and/or any other articles of the Company and/or copies of the same and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation, business interests or standing.
- 9. EXCLUSIVE EMPLOYMENT: During the period of your employment with the Company, you will devote your available time and attention to your duties with us. You will not take up any other employment or assignment or any office, in any business, trade or profession, honorary or for any consideration, in cash or in kind, directly or indirectly, without the prior written permission of the Company.
- 10. TERMINATION: Your services can be terminated by company, without any notice if;
  - **a.** The documents required to be submitted to the Company as stated in this appointment letter are not submitted at the time of joining or within 5 days thereafter as deemed reasonable by the Company.
  - **b.** You are in breach of any of the clauses stated in this appointment letter. Breach of these clauses would not only result in termination of your services, without notice and without any settlement, but further, the Company reserves the right to pursue legal proceedings against you.



- **c.** The information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions, is false or misleading, or if they do not disclose material facts
- **d.** You are absent from work for a continuous period of 5 business days without prior approval of your superior (including overstay on leave/training).
- **e.** Your conduct, in the opinion of the Company, is found to be dishonest, immoral, unethical or the cause of serious embarrassment to the reputation of the Company
- f. A court finds you guilty of criminal offence or any law-breaking activity.
- **g.** Non-Performance during the probation period.

Yantra policies and guidelines defined in the Employment Handbook which supersedes all other forms of communication (verbal or written).

If you agree to the above terms and conditions, please return the duplicate copy of this letter & handbook duly signed by you confirming your acceptance.

We take this opportunity to welcome you to be a part of the **Yantra** Family and wish you every success in your engagement with us.

With Regards,	
Z572	
Rajesh Pawar,	
Director	
I accept the above terms and conditions.	
SIGNATURE OF CANDIDATE	NAME OF CANDIDATE
DATE OF JOINING:	



# **SALARY ANNEXURE**

EMPLOYEE NAME:	Mr. Shaikh Hannan Nisar	PROPOSED SALARY	
EMPL. DESIGNATION:	Executive-Talent Acquisition	Yantra Tech Innovation Lab	
DATE OF JOINING	02 Jan 2023	Per Month	Per Annum
BASIC SALARY		11,077	1,32,923
HOUSE RENT ALLOWANCE		4,431	53,169
GEO ALLOWANCE		5,000	60,000
SUPPLEMENTARY ALLOWANCE		4,898	58,774
SKILL ALLOWANCES		3,265	39,183
PROVIDENT FUND (EMPLOYER CONTRIB	UTION)	1,329	15,951
FIXED COMPONENT (PAID ANNUALY)		-	-
TOTAL COST TO COMPANY		30,000	3,60,000

**Please Note:** Deductions like Employee/Employer Contribution to PF, ESIC, Tax at Source, Professional Tax etc., shall be calculated as per Statutory Laws of the Indian Government.



Ref: TCSL/DT20219157908/1799313/Chennai

**Date: 31 March 2022** 

MR. DNYANESHWAR ANANDA KAWALE At Post Sindhi Umri Nanded Sindhi, Near Market, Vithall Mandir Sindhi, Sindhi Umri Nanded, Maharashtra-431805.

**Sub: Joining Letter** 

Dear Mr. Dnyaneshwar Ananda Kawale,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th May 2022**, your joining location is **Pune** and work location is **Pune**. This has been provided considering your preference and business requirements.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



# **TCS Xperience Program**

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S

**Global Head - Talent Development** 



<u>Click here</u> or use a QR code scanner from your mobile to validate the joining letter



**Offer: Computer Consultancy** 

Ref: TCSL/DT20219157908/Chennai

Date: 25/02/2022

Mr. Dnyaneshwar Ananda Kawale At NandedSindhi, Nanded, Sindhi Umri Nanded-431805, Maharashtra. Tel# -

Dear Dnyaneshwar Ananda Kawale,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

# **COMPENSATION AND BENEFITS**

# **BASIC SALARY**

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

TCS Confidential TCSL/DT20219157908

# TATA CONSULTANCY SERVICES

1



# **BOUQUET OF BENEFITS (BoB)**

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

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

# 1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

# 2. Leave Travel Allowance

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

# 3. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

# 4. Food Card

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

# PERFORMANCE PAY

# **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

TCS Confidential TCSL/DT20219157908

2

### TATA CONSULTANCY SERVICES



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

# OTHER BENEFITS

### **Health Insurance Scheme**

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

HIS offers the following benefits:

### 1. Basic Cover

- i. Entitlement Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

# 2. Higher Hospitalisation

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

- i. Entitlement You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

# **Maternity Leave**

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

## Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

TCS Confidential TCSL/DT20219157908

3

### TATA CONSULTANCY SERVICES



from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

# **Professional Memberships**

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

# **RETIRALS**

### **Provident Fund**

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

# Gratuity

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

# **TERMS AND CONDITIONS**

# 1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

# 2. Training Period

You will be required to undergo class room and on the job training in the first twelve

TCS Confidential TCSL/DT20219157908

# TATA CONSULTANCY SERVICES

4



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

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

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

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

### 3. Working Hours

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

### 4. Mobility

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

### 5. Compensation Structure / Salary components

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

### 6. Increments and Promotions

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

### 7. Alternative Occupation / Employment

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

TCS Confidential TCSL/DT20219157908

5



### 8. Confidentiality Agreement

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

### 9. Work in SBWS mode

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

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

### 10. Service Agreement

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

### 11. Overseas International Assignment Agreement

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

TCS Confidential TCSL/DT20219157908

TATA CONCULTANCY SERVICES

6



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

### 12. Terms and Conditions

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

### 13. TATA Code of Conduct

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

### 14. Notice Period

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

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

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

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

### 15. Retirement

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

### 16. Pre-employment Medical Certificate

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

TCS Confidential TCSL/DT20219157908

7

### TATA CONSULTANCY SERVICES



qualification of MBBS to the Induction Coordinator.

### 17. Employment of Non Indian Citizens

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

### 18. Background Check

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

### 19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

TCS Confidential TCSL/DT20219157908

8

### TATA CONSULTANCY SERVICES



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

### 20. TCS Xperience Program

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

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

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

### 21. Letter of Appointment

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

### 22. Rules and Regulations of the Company

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

TCS Confidential TCSL/DT20219157908

9

### TATA CONSULTANCY SERVICES



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

### 23. Compliance to all clauses

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

### 24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

### For TATA Consultancy Services Limited

Londie.

Girish V. Nandimath
Global Head Talent Acquisition & AIP

<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter

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



### **GROSS SALARY SHEET**

### **Annexure 1**

Name	Dnyaneshwar Ananda Kawale
Designation	Graduate Trainee
Institute Name	Swami Ramanand Teerth Marathawada Univ, Nanded

Table 1: Compensation Details (All Components in INR)

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

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

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

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

<sup>##</sup>Contribution towards Employees' State Insurance borne by TCS.



### **Annexure 2**

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



### **Annexure 3**

### **Confidentiality and IP Terms and Conditions**

### 1. Confidential Information

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

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



### 2. Associate's Obligations

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

### 3. Intellectual Property Rights

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



### 4. Prior knowledge

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

### 5. Use of third party material

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

### 6. Security policies and Guidelines.

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

### 7. Working in SBWS Framework:

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

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

- (a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- (b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (g) will not allow anybody to share the official asset being used.

### 8. Restriction on Associate's Rights

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

### 9. No License

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



### 10. Equitable Rights

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

### 11. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.
- (c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Ref: TCSL/DT20223257437/2141763/Pune

**Date: 12 March 2024** 

MS. PRATIBHA RAJU MALWATKAR Saikrupa Nivas Opp.Delta, Anna Bhau Sathe Chowk, Nanded, Maharashtra-431602.

**Sub: Joining Letter** 

Dear Ms. Pratibha Raju Malwatkar,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **21st March 2024**, your joining location is **Pune** and work location is **Pune**. You will be assigned a role in a Unit as per business requirements of TCSL.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

If you have participated in TCS pre-joining 'Xplore' learning program, you have a headstart! We appreciate your passion for learning. You are now all set to experience learning through our coveted TCS Initial Learning Program.



### TCS Initial Learning Program (ILP)

Learning is a way of life at TCSL. The TCS Initial Learning Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS pre-joining 'Xplore' learning program, making you 'project ready'.

The duration of your TCS Initial Learning Program is based on your performance in TCS pre-joining 'Xplore' learning program and business requirements.

The TCS Initial learning Program(ILP) is a training program especially curated for you as per TCSL business requirement. The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Initial Learning Program(ILP). In case, your performance does not meet the expectations, the management reserves the right to either extend your program or terminate your traineeship forthwith.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You must also fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in NextStep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S Global Head - Talent Development TCS Human Resources



<u>Click here</u> or use a QR code scanner from your mobile to validate the joining letter



Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20233892660/Pune/BPS/BTN

Date: 01/02/2024

Mr. Amitsingh Ajaysingh Parmar Parmar Complex Bhagat Singh Road Old Mondha Nanded-431601 Maharashtra Tel# 91-9421851689

Dear Mr. Amitsingh Ajaysingh Parmar,

### Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,660/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



### **OTHER BENEFITS**

### 1. Health Insurance Scheme

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

Entitlement - Under this scheme, you and your enrolled dependents will be entitled for Rs. 5, 00,000/- as a family cover under the default HIS plan towards hospitalization expenses.

Premium rates and contribution will be applicable as per the TCS Health Insurance Policy and the amendment made therein from time to time. You have the flexibility to choose a plan which is higher than the default HIS plan during the permitted window, by paying the applicable additional premium plus taxes.

\*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail . For further details, please refer to the policy document

### 2. Professional Memberships:

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

### 3. Social Security - Employees' State Insurance:

The company will contribute 3.25% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

### 4. Compensation Benefits under ESI Act / Employees' Compensation Act:

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of disablement arising out of and in the course of employment as per applicable Company policy. In the event of death arising out of and in the course of employment, your beneficiary will be eligible for compensation as per the Company's policy. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

\* Inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESIC Act

### 5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

### 6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

### **TERMS OF TRAINEESHIP**

### 1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

Private and Confidential TCSL/DT20233892660



It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with **TCSL** will be discontinued without any notice or notice pay

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

### 2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, **TCSL** may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

### 3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

### 4. Leave:

You will be entitled for leaves as per the company's policy.

### 5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

### 6. Alternative Occupation / Traineeship:

During the period of your traineeship at **TCSL**, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.

### 7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of **TCSL** and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

### 8. Work in SBWS mode:

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home



(remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

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

### 9. TATA Code of Conduct:

You are required to sign the TATA Code of Conduct and follow the same in your day to day conduct as a trainee of **TCSL**.

### 10. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

### 11. Medical Test:

You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and futher employment(if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

### 12. Background Check:

Your traineeship will be subject to a background check in line with the Company's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

### 13. Submission of Documents:

At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Private and Confidential TCSL/DT20233892660



Your original documents will be returned to you after verification.

### 14. Initial Learning Programme (ILP)

On joining **TCSL** as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as **TCSL** may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. **TCSL** continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of ownership and commitment has to come from you.

As **TCSL** progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

### 15. Letter of Appointment

Your will be issued a letter of appointment on your joining and after completing joining formalities as per **TCSL** policy

### 16. Personal Data Processing:

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

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

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

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

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

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

### 17. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India.

### 18. Rules and Regulations of the Company:

Your traineeship will be governed by the policies, rules, regulations, practices, processes and procedures of the Company as applicable to you and the changes therein from time to time.

### 19. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle **TCSL** in withdrawing this letter of traineeship at its sole discretion.

Private and Confidential TCSL/DT20233892660



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited.

Lording.

**Girish V. Nandimath Global Head, Talent Acquisition & Academic Interface** 



<u>Click Here</u> or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance

Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms



### **ANNEXURE 1**

## For the candidate to complete:

This is to confirm that I have received the letter of offer and TCSL/DT20233892660/Pune/BPS/BTN on I hereby accept this Offer and intend to join traineeship on:	Terms of Traineeship ref No (MMM/DD/YYYY).
Signature:	
Name:	



### Annexure 2

### Confidentiality, Data and Intellectual Property Protection Terms

### 1. Confidential Information

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

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

### 2. Associate's Obligations

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

### 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by



TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

### 4. Prior knowledge

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

### 5. Use of third party material

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

- a) use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.
- b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless:
- i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND
- ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.
- c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

### 6. Security policies and Guidelines.

- 6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.
- 6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,



acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

- (a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
- (b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information:
- (c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
- (d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;
- (e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;
- (f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and
- (g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.
- 6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

### 7. Working in SBWS Framework:

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

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

- a) Will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- b) Will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.
- c) Will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.
- d) Will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.



- e) Will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- f) Will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- g) Will not allow anybody to share the official asset being used.

### 8. Restriction on Associate's Rights

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

### 9. No License

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

### 10. Equitable Rights

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

### 11. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b)In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.
- (c)If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d)This Confidentiality, Data and IP Protection Terms along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.
- (e)This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized



representatives of both parties.

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

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on
I hereby accept this Offer and intend to join service on
Name:
Address:
Signature:
Date:







VISA Platinum JECRC UNIVERSITY

**EMERGENCY NO: 8805013618** 

Ph. No. 7743897414



ANIKET

BATCH: 2023-2025

**REG. NO:23MCAN0212** 

PROG:MCA

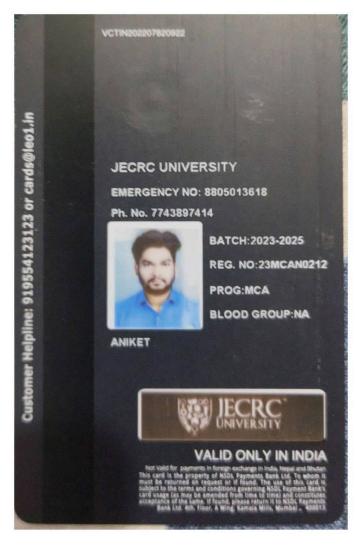
**BLOOD GROUP:NA** 



# **VALID ONLY IN INDIA**

Not Valid for payments in foreign exchange in India, Nepal and Bhutan This card is the property of NSDL Payments Bank Ltd. To whom it must be returned on request or if found. The use of this card is subject to the terms and conditions governing NSDL Payment Bank's card usage (as may be amended from time to time) and constitutes acceptance of the same. If found, please return it to NSDL Payments Bank Ltd. 4th. floor, A Wing, Kamala Mills, Mumbal... 400013





# IDENTITY CARD



NAME MIRZA MOIZ BAIG

SCHOOL Indied Institute of

MUNINGRAMMAN ROLL NO. 24

AUTHORITY SIGN. STD. TO MICA DIV



Date: September 13, 2021

Ref: LTI/HR/Campus/NE1/2020

Name: Ismail khan

College: Mahatma Gandhi Missions College of Computer Science and Information Technology

### **OFFER OF EMPLOYMENT**

Dear Ismail khan,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

### **TERMS AND CONDITIONS**

### 1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

### 2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

### 3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



### 4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

### 5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

### 6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<a href="https:\\campbuzz.lntinfotech.com">https:\\campbuzz.lntinfotech.com</a>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

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

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Nikhil Govekar Director - Campus

Recruitment, Learning

& OD

I have read the letter and accept the same.

Signature and Date



# ANNEXURE-1

Name : Ismail khan Date : September 13, 2021

Salary Grade : AT1						
Components	Rs. p.a.	Rs. p.m.				
Basic		15,000				
Bouquet of Benefits		3,000				
A. Base Salary (PA)	216,000	18,000				
Annual Incentive	10,000					
B. Total Variable (PA)	10,000					
C. Total Target Cash (A+B)	226,000					
Provident Fund (PF)	21,600	1,800				
Gratuity	8,664	722				
Mediclaim Premium	6,773					
D. Retirals & Other Benefits	37,037					
Cost to Company (CTC) C+D	263,037					



# **Medical Insurance Premium:**

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

### Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 8) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.
- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

<sup>\*</sup>Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

<sup>-</sup>You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.



# **ANNEXURE-2**

Eligibility Criteria for Non-Engineering Candidates - Off Campus (Year 2020 Batch)				
Qualification	BSC,BCA,BCS			
Branches:	Computer Science/Information Technology/Information science and Electronics			
Age Criteria: As on 1st July of Passing year (2020)	Less than 23 years			
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma.  No Year drop allowed.			
Course must complete in:	3 Years			
	50% & Above OR Equivalent CGPA			
SSC, HSC Percentage / 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 candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration			
S. I. //c /: II. I . O . I	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA			
Diploma(if applicable), Graduation Percentage/CGPA:	Aggregate of 60% & above or equivalent CGPA must be obtained 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 your respective University norms			
	Provisional/Passing Certificate must state First Class			
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	<ul> <li>No active/live backlogs allowed during the interview process</li> <li>All backlogs (if any) must be cleared with the final semester exams</li> <li>All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)</li> <li>No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course.</li> </ul>			
	Any pending Re-attempts/ATKTs/Backlogs/Arrears inthe current course (obtained after the interview process) must be attempted and cleared with the final semester examinations			
Nature of Course:	All Full Time courses Only			
Year of Passing:	2020 SUMMER Pass outs Only			
Citizenship:	Resident Indian Citizens Only			
Your College/Institution MUST be:	UGC / AICTE /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 time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS			
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining			
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization			



Institution Name:

Mobile No:

Self Declaration :
1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of hiring.
2. I am aware that this hiring process is completely free of cost
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
6. I confirm that I have NOT 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)
Candidate Signature:
Name:



# PRIVATE AND CONFIDENTIAL

Reference No. - 1384210270 Applicant ID - 4214721

17-Mar-2022

Hrutvik Durgamwar

Dear Hrutvik.

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address

: icicicareers@icicibank.com

Telephone No.

: 022-71872500

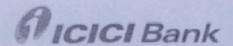
Yours sincerely,

ICICI Bank HR Team

Mumbai 400 051, India.

Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com CIN.: L65190GJ1994PLC021012

Regd. Office: ICICI Bank Tower. Near Chakli Circle, Old Padra Road. Vadodara 390 007, India.



### PRIVATE AND CONFIDENTIAL

Reference No. - 1384210270 Applicant ID - 4214721 17-Mar-2022

Hrutvik Durgamwar

Dear Hrutvik.

We are pleased to make you an offer of appointment as S1 grade in ICICI Bank. You will be placed in PHONE BANKING-SERVICE at HYDERABAD - GACHIBOWLI\_RO.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

### Commencement/Term:

- a) You shall be required to join the Bank on or before 28-Mar-2022.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

# Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures: While you are in the services of the Bank, you will
  adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s
  of violation or any attempted violation of the aforesaid IT Security Practices and Procedures
  on your part shall result in disciplinary action.

ICICI Bank Limited ICICI Bank Towers

Bandra-Kurla Complex Mumbai 400 051, India Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office: ICICI Bank Tower Near Chakli Circle, Old Padra Road, Vadodara 390 007, India.



:2:

Reference No. - 1384210270 Hrutvík Durgamwar

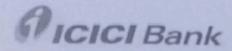
Notice Period: In case you decide to leave the Bank's services during probation period or
after confirmation, you will be required to give thirty days' notice. The Bank in its sole
discretion can decide to waive off/reduce the notice period depending upon the exigencies. In
such case, you would be required to pay to the Bank the gross salary for the notice period so
reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- Joining Competitor: In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member
  of any anti-social/national outfits or of any outfit, which is declared as banned by the
  Government. Any act in breach of this term would entail initiation of appropriate action as
  deemed fit by the Bank.

ICICI Bank Towers Bandra-Kurla Complex Mumbai 400 051, India. Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.iciclbank.com CIN: L65190GJ1994PLC021012

Regd. Office: ICICI Bank Tower Near Chakli Circle, Old Padra Road, Vadodara 390 007, India.



: 3 :

Reference No. - 1384210270 Hrutvik Durgamwar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence directly or indirectly upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in
  any demonstration/agitation against the Bank and its official/s for or on behalf of any external
  bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of
  the above would be treated as prejudicial to the interest and reputation of the Bank leading to
  initiation of appropriate action.
- Termination of Employment: Your services with the Bank are liable to be terminated:
  - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    - a) Any breach of the conditions mentioned in this letter on your part
    - b) Any incorrect information furnished by you like:
      - · Mismatch in your previous employment data even for a day
      - . Mismatch in your previous pay slip
      - · Fake qualification certificates etc; and
    - c) Suppression of any material information by you.
    - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

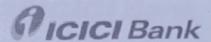
ICICI Bank Limited

ICICI Bank Towers Bandra-Kurla Complex Mumbai 400 051, India. Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122 Website www.lcicibank.com CIN: L65190GJ1994PLC021012 Regd. Office : ICICI Bank Tower

Near Chakli Circle, Old Padra Road,

Vadodara 390 007, India.



: 4:

Reference No. - 1384210270 Hrutvik Durgamwar

#### · General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your coursegraduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely.

RAJNISH SINHA

Digitally signed by RAJNISH SINHA Date: 2022.03.17 18:37:42 +05:30

Reason: Offer Letter Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

**ICICI Bank Limited** 

ICICI Bank Towers
Bandra-Kuria Complex
Mumbai 400 051, India

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122 Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office: ICICI Bank Tower

Near Chakli Circle, Old Padra Road,

Vadodara 390 007, India.



Reference No. - 1384210270 Hrutvik Durgamwar

#### Annexure:

### Remuneration:

- Your Base Salary will be Rs. 76,200.00/- (Rupees Seventy Six Thousand Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

### Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 87,900.00/- (Rupees Eighty Seven Thousand Nine Hundred only) per annum. Supplementary allowance will include -Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 38,100.00/- (Rupees Thirty Eight Thousand One Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

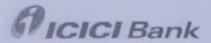
#### Superannuation Allowances:

You will be eligible for a Superannuation Allowance of Rs. 11,430.00/- (Rupees Eleven Thousand Four Hundred Thirty only) per annum.

ICICI Bank Limited

Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com

Regd. Office: ICICI Bank Tower Near Chakli Circle, Old Padra Road, CIN.: L65190GJ1994PLC021012 Vadodara 390 007, India.



:6:

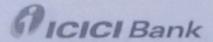
Reference No. - 1384210270 Hrutvik Durgamwar

### Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by RAJNISH SINHA Date: 2022.03.17 18:37:42 +05:30 Reason: Offer Letter

Location: Mumbai



### JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password "option to generate a new password.

Following documents (Photocopies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
  - a. Resignation accepted letter from current organisation
  - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (J-Banker) by your Recruitment Manager.

ICICI Bank Towers Bandra-Kurla Complex Mumbai 400 051, India.

Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com

Regd. Office: ICICI Bank Tower Near Chakli Circle, Old Padra Road, CIN.: L65190GJ1994PLC021012 Vadodara 390 007, India.



Remuneration Details

Name: Hrutvik Durgamwar

Position: \$1

GROUP OPERATIONS GROUP

		S1
	Monthly	Annual
Basic	6,350.00	76,200.00
HRA	3,175.00	38,100.00
Supplementary Allowance *	7,325.00	87,900.00
Superannuation Allowance **	953.00	11,430.00
Total	17,803.00	2,13,630.00
Retirals		
Retirals (PF, Gratuity) ***	2,170.00	26,040.00
Total CTC	19,973.00	2,39,670.00
Performance Linked Retention Pay#	1,500.00	18,000.00
Total (incl PLRP)	21,473.00	2,57,670.00

Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

Date: 17-Mar-2022

Digitally signed by RAJNISH SINHA Date: 2022.03.17 18:37:43 +05:30 Reason: Offer Letter

Location: Mumbai

Bandra-Kurla Complex

Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122

Website www.icicibank.com CIN.: L65190GJ1994PLC021012 Regd, Office: ICICI Bank Tower. Near Chakli Circle, Old Padra Road,

Vadodara 390 007, India.

<sup>\*\*\*</sup> You will be eliqible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

<sup>#</sup> Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.



USMFRD: 092023/88

Date: 04th Sep, 2023

### PROVISIONAL OFFER LETTER

Dear Baig Azim,

Based on the interaction we have had with you, **USM Systems** is pleased to offer you the position of **Junior Recruiter** in our **US Recruiting** Division with effect from **11**th **Sep**, **2023**.

The applicable Terms and Conditions of your Employment are as given below.

- You will be on Training and Probation for Three Months from your date of joining and based on your performance in training your service will be commenced.
- You will be paid the stipend during the Training and Probation and after completion of your training and probation you will be paid the Monthly CTC of INR 25,000/- (Rupees Twenty-Five Thousand only) + Performance Incentives.
- Your initial place of position will be at USM HUB, Door No 8-2-293/82/A/270E, Road No - 10, Jubilee Hills, Hyderabad - 500033.
- Your shift timings will be from 05:30pm to 02:30am Indian Standard Time
- During the training and probation, you are not eligible for any kind of statutory benefits.
- You are not eligible for any kind of leaves during the training period, so as to focus on the learning part of your Job. Post training you are eligible for paid leaves as per the company leave policy.
- The Management reserves right to terminate your services without any notice on the grounds of non-performance, breach of terms and conditions, or in case of any unethical practices.
- 6. In the event if you wish to leave the company within 18 months from you date of joining you shall be liable to pay the sum of INR. 100,000/- (One Lakh rupees only) in lieu of the expenses lawfully incurred by the company in connection with the training, probation, and employment.
- Non-Compete: You shall not accept any employment nor disclose any Confidential Information with our business-related companies/clients during the term of your employment.

# **USM Business Systems**

- 8. Non-Disclosure: You agree that you will use company's confidential information for the sole purpose of performing the duties and responsibilities and will not discuss or disclose any of the information to or with any person nor disclose any company's Confidential Information includes, but is not limited to, all computer passwords, client's information, proprietary information, trade secrets, employees and work lists, and trade information
  - You also agree that any disclosures or unauthorized use of access to confidential information will be grounds for immediate termination of your employment with USM Systems.
  - 10. You agree that you will report immediately to USM Systems in any violation of the terms of this agreement or unauthorized use, duplication, disclosure, or dissemination of confidentiality information by any person, including yourself.
  - 11. You are also governed by the rules and regulations as applicable and in force or amended from time to time during the course of your employment.
  - Please confirm your acceptance of this offer by signing below that you are joining USM
     Systems is not in any contravention of above terms and conditions.
  - 13. We welcome you to our organization and trust that we could build a mutually meaningful and rewarding career for you in our company.

For USM Systems,

Sai Kishore K

with effect from: \_\_\_

I accep	e above terms and conditions of USM Systems and confirm my acceptance to this	s Offe

Signature : \_\_\_\_\_

regarding or about USM Systems.

Place : \_\_\_\_\_



# **OFFER LETTER**

11/08/2022 Aaseya/11457

Shekh Asad Khaja

Dear **Asad**,

Congratulations!

With reference to our discussion in respect of your interest in Aaseya IT Services Private Limited (hereinafter referred as "Aaseya/Company/Organization") our organization & subsequent interview (s) with us, we are pleased to offer you employment in the position of **Associate Trainee** at grade **AT** in our organization.

You are requested to join us on or before 11/14/2022.

The general terms & condition governing your employment, compensation and other benefits that you would be entitled to are stated in the enclosure to this letter.

We look forward to have you with our team by the date mentioned above. We are sure that you'll have a bright career with our company.

Please let us know in case of any further questions.

For Aaseya IT Services Pvt. Ltd.

Laveena Nabar

**Human Resources** 

P.S: Date format to be read as MM/DD/YYYY. Print only, if required.



Following are the terms and conditions that refer to our offer of employment to you for the position of Associate Trainee.

### **GENERAL TERMS AND CONDITIONS OF EMPLOYMENT**

- 1. Base Location: Your base location shall be Pune. However, during your employment with the Company, you may be posted/transferred to any of the offices/projects/divisions/ departments/units/clients of the Company at any other location in India or abroad on the terms and conditions as applicable for you.
- 2. Salary & Taxes: You will be entitled for a CTC of XXXXXXX/on an annual basis, less all required deductions viz., tax on salary, provident fund contribution, ESIC, professional tax and any other amounts as required by law to be deducted or as per the policies of the Aaseya IT Services Pvt. Ltd. Please refer annexure I for detailed outline of your CTC structure wherein you may find the eligibility for different heads for you as specified. You would be required to fill the CTC structure at the time of joining.

Payments will be made directly to your bank account pursuant to our direct payroll deposit plan. However, the structure of your compensation plan may be altered/ changed from time to time in line with the company's policies, practices and change in the tax laws and rules.

Your compensation package is unique to you and you are expected to maintain the confidentiality of the same at all times during your employment and thereafter. Any discussion or disclosure of your compensation with anybody other than your Business Head or HR will be considered as breach of agreement by you.

- 3. **Probation/Confirmation**: You'll be under probation for a period of six months from date of your joining. Thereafter, based on your performance, management reserves the right to extend the probation period or confirm the services. Unless services are confirmed in writing, you will continue to be on probation.
- 4. Increments and promotions: Your increments and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, punctuality, sincerity, good conduct, Company's performance and such other relevant factors as adjudged by the Company.

Employee's performance is reviewed periodically depending upon various factors including industry trend, company's performance, market situation and other related factors. Any action arising out of this review is solely at the discretion of the Company.

- 5. Agreement: You may be required to sign necessary agreements including but not limited to confidentiality, non-compete, non-circumvention, service agreement, if applicable etc. with the Company or with clients of the company when you work for them and as and when required and complete various formalities as per the agreements signed at the time of joining and during the tenure with the company in order to secure the interests of the Company or its clients and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.
- 6. Medical Fitness: Your employment is subject to you being declared medically fit by the certified medical practitioner. The Company has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.
- 7. **Termination/Separation**: Your employment with the Company can be ceased either by the Company or by you as per below:
- a) Notice Period: Employment services can be terminated by giving Ninety (90) days written notice by either side. If company is terminating the employment then it'll pay salary in lieu Company Privileged and Restricted url: www.aaseya.com | E-mail: info@aaseya.com

Aaseya IT Services Pvt. Ltd.



of notice period for the aforesaid period wherein salary will not include any incentive or variable pay amounts, if any.

If you wish to terminate this employment by resignation/notice then company at its sole discretion may decide to waive the required notice period from you without any obligation to pay salary in lieu of full/remaining notice period or permit you for payment of salary with applicable taxes in lieu of full/remaining notice period or permit you for leave balance adjustment against notice period with applicable taxes and accordingly relieve you prior to completion of the stipulated notice period of 90 days as applicable. Also an employee is not eligible for any leaves to his/her credit during the notice period & if an employee is allowed to go on leave during this period, then the notice period will be extended by those days.

In case you leave the company without giving notice or completing the notice period, the company shall have the right to recover salary with applicable taxes in lieu of notice period and any other associated recovery against you from the amount due to you or otherwise and treat you as absconding and take necessary legal action accordingly.

**b)** Your services are liable to be terminated forthwith without any notice or salary or any compensation in lieu thereof if you breach any of the terms and conditions of your employment or the confidentiality & non-compete, non-circumvention agreement, service agreement or any other agreement as signed by you during the course of your employment.

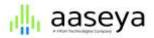
On termination of your employment for any reasons, you or your legal heirs, as the case may be shall comply with the Company's termination procedures, sign all related documents and return all Company's properties. The company reserves the right to keep your settlement / separation on hold and treat you as absconding in case you do not pay for the said notice payment.

- 8. **Working Hours:** You will be governed by the normal working hours as applicable to your role in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. This is subjected to change from time to time as per Company's discretion.
- 9. Benefits: You shall be eligible for Group Medical Insurance, Personal Accidental Coverage grade wise, provident fund scheme & other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. At Aaseya; you and your family (spouse & 2 dependent children, if any) will be benefited under Group Medical Insurance benefit plan which provides safety net for Rs. 5 Lakh floater cover. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.
- 10. **Notice Period Buy-Out**: If Company specifically requests you to join its services forthwith, the following Stipulations are applicable for Reimbursement of Notice Period Pay:
  - a) The claim should be submitted after completion of one month of service with the company from the date of your joining.
  - b) Mode of payment towards the balance/full amount for the final settlement if any; needs to be made either by DD or by Cheque.
  - c) Leave encashment adjusted against notice period in final settlement will be paid for earned/privileged leaves only.
  - d) The amount payable will be recoverable along with the Full & Final Settlement in case you leave the services of the company before completion of twelve months from the date of your joining.

Following Documents will be required in original for claiming the Notice period buy-out:

Aaseya/11457 Aaseya IT Services Pvt. Ltd. Company Privileged and Restricted

Page 3 of 8



- I. Written communication/written approval from Aaseya HR.
- I. Details of Full & Final settlement on your previous company's letterhead / official document in ORIGINAL duly attested by the previous employer.
- II. In case of balance/full amount payment for final settlement; Photostat copy of DD & receipt of the same from the previous employer or photostat copy of cheque & bank statement reflecting the cheque clearance.
- 11. **Employment Verification**: It is understood that this employment is being offered to you on the basis of the particulars submitted by you with the Company at the time of recruitment & selection process. The company reserves the right to do employment verification, background verification and such other standard checks to verify the credentials as submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice. This will be without prejudice to the right of the Company to take disciplinary and legal action against you for the same.
- 12. **Retirement**: As per the policy of the company you will be compulsorily retired from service on attaining the age of 60 years & will be eligible for retirement benefits as per policy of the company.
- 13. **Employment Law and Norms**: This Offer letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and Company will be subject to exclusive jurisdiction of courts of Indore whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

# 14. Rules and Regulations:

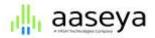
- a) Your appointment will be governed by the policies, rules, regulations and procedures of Aaseya IT Services Private Limited as applicable to you and the changes therein from time to time and you will be expected to abide by the same. During deputation/transfer to any clients place/ or any of the group companies of Aaseya or client you shall abide by the policy and the terms and conditions as applicable thereof.
- b) Maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interest, credit and prestige of the company. Any violation of these norms of behavior shall constitute misconduct for which the company shall be entitled to take disciplinary action against you, as per the Disciplinary Rules and applicable laws in this regard.
- c) The Company from time to time will assign your duties to you. In view of your position and office, you must effectively, diligently and to the best of ability perform all responsibilities and ensure results.
- d) You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- e) While in the service with the company and/or its Affiliates, Subsidiaries, group companies, you shall be governed by the terms of service conditions, code of ethics/conduct, service manual and administrative orders of the Company which are existing, and/or to be introduced and enforced from time to time. Timely compliance of all applicable statutes, rules, regulations, procedures of Central/State Governments, Semi-Government, autonomous/ appropriate authorities/ bodies & institutions that may be required by your position at any given point of time solely lies with you.
- f) You shall be responsible for the safe keeping and return, in good condition and order, of all the properties of the Company, which may be in your custody, care or charge. For the loss of any property of the Company in your possession, the Company shall have the right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

Aaseya/11457

Company Privileged and Restricted

Page 4 of 8

Aaseya IT Services Pvt. Ltd.



- g) You shall throughout the period of employment with us, give and devote whole of your time and attention exclusively to your duties to the company and you shall not, without prior consent of the company, engage yourself, directly or indirectly, in any trade, business, occupation, employment or service.
- 15. **Non-Compete Agreement**: Employee agrees and accepts that during the term of the employment and thereafter for the period of 12 months from the date of leaving the services of the company. Employee cannot, except on behalf of Aaseya:
- (i) carry on of any business or be interested in any business, or be a consultant or employee or officer in any business in competition with the business of Aaseya or other group companies/parent companies and/or IT Services either directly or indirectly on its own or on behalf of any third party where employee has substantial interest for commercial consideration or otherwise.
- (ii) induce, solicit, or endeavor to entice away or offer employment to any employee, contractor, director, partner of Aaseya or other group companies/parent companies or with whom, Employee had direct contact in the last 12 months prior to the termination of its employment or do any act whereby such person may be encouraged to terminate his employment, appointment or contract with Aaseya or other group companies/parent companies.
- (iii) canvass, solicit, or endeavor to entice away or do business with any person, firm or organization who has at any time during the period of 12 months immediately preceding the termination of its employment done business with or negotiating or been a client or customer of Aaseya or other group companies/parent companies with whom it had dealings or introduced. (nor attempt to discourage any such person, firm or organization from dealing with Aaseya).

Each of the above restrictions shall be a separate and independent covenant.

16. **Confidentiality & Data Protection**: Company has performed and shall perform IT Services including but not limited to design, engineering, estimating, modeling, drafting and/or related services ("Work") for its End Clients from time to time. Company will consider assigning you to engage in portions of the Work and/or, under the Agreements with its End Clients or otherwise. You will be granted access to or have the opportunity to obtain Confidential Information and Personal Identifiable Information of the Company and its End Clients, which the Company & its End Clients wishes to keep it strictly Confidential & Secure.

The said Confidential Information or Personal Identifiable Information will be available to you solely by reason of your fiduciary relationship with the Company under Employment contract, you shall treat such Confidential Information and Personal Identifiable Information Confidential, restricted & secure and shall not use, copy or disclose to others during or subsequent to the performance of the Work (except as may be necessary in the performance of the Work assigned to you).

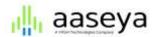
### **Employee undertakes and agrees to:**

- a) Hold and keep in strictest confidence any and all Confidential Information and Personal Identifiable Information disclosed to him. Employee agrees not to use the Confidential Information in any way, or to manufacture or test any product embodying Confidential Information, except as agreed by the parties in writing specifically.
- b) To use its best efforts to prevent and protect the Confidential Information, or any part thereof, from disclosure to any person.

Aaseya/11457 Aaseya IT Services Pvt. Ltd.

Company Privileged and Restricted

Page 5 of 8



- c) Take all steps reasonably necessary to protect the secrecy of the Confidential Information and Personal Identifiable Information, and to prevent the Confidential Information and Personal Identifiable Information from falling into the public domain or into the possession of unauthorized persons.
- d) Promptly return to the Company any or all Confidential Information and Personal Identifiable Information disclosed to it by the Company or destroy such Confidential Information upon the request of the Company at any time or before Employee left the company either on account of termination or on resignation.
- e) Nothing herein shall be construed as granting to the employee any proprietary rights or any license in respect of the Company or its End Clients Proprietary Information.
- f) Not disclose, either during or after the termination of your employment, any information of a confidential nature relating to Aaseya, its customers or suppliers or any third party which may have been obtained in the course of this employment without first obtaining the written permission of a Company Director.
- g) Not make any public statement or any statement to a person employed or associated with the media concerning Aaseya, its customers or suppliers or their activities without first obtaining the written permission of a Company Director or authorised deputy.
- h) Not place itself in a position in which employee's interest conflicts with those of Aaseya.

All global rules and regulations, laws, procedures related to Confidentiality and Data Protection shall apply to employee as it is as the same is applicable to the Company in pursuant to Service Agreement entered with its End Clients. This obligation of Confidentiality and Data Protection shall survive forever even after termination or your resignation with the Company.

In the event, where you will obligated to disclose any Confidential Information or Personal Identifiable Information as a result of a court order or pursuant to governmental action, then you shall immediately inform the Company within reasonable time so that the Company or such Individual will get an opportunity to raise the objections to such disclosures of Confidential Information or Personal Identifiable Information to the relevant authority.

Employee acknowledges and confirms that a breach of its obligations hereunder cannot be compensated adequately by an award of damages or other pecuniary remedy and the Company shall also be entitled to the remedies of injunction, specific performance or other equitable relief in the event of any such breach.

### Definitions of Confidential and Personal Identifiable Information ("PII")

#### "Confidential Information" shall means

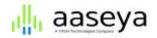
a) All foreign, federal, state and common law trademarks, service marks, domain names, internet path names and addresses of whatsoever nature, trade dress, copy rights, patents (including applications, continuations, reissues and extensions), logos, mask works, software, proprietary data, business documents, Database information, operating procedure, strategies, information lists and formats, software models, business development ideas, marketing techniques and materials, marketing plans, works of authorship, works of visual art, product or service literature, inventions as set forth below, and all other intangible assets of whatsoever nature, including goodwill and moral rights, and all applications for registration and/or issuance with respect to the foregoing (whether or not registerable or patentable), held by, owned, licensed, or otherwise possessed by the Aaseya/End Clients ANYWHERE. Further, Confidential Information shall also include information relating to the business, finances, commercial activities, products, clients, suppliers, customers or affairs of the organisation (confidential to it or treated by it as such), and trade secrets relating to the business of Aaseya or any of its clients, suppliers or customers. Confidential information includes (by way of example only and without limitation) technical data, know-how, financial information, financial forecasts, marketing strategies, and password and security information.

Aaseya/11457

Company Privileged and Restricted

Page 6 of 8

Aaseya IT Services Pvt. Ltd.



b) All the Aaseya / End Client's trade secrets.

# "Personal Identifiable Information" (PII) shall means

- 1. Any information relating to an identified or identifiable natural or legal person; an identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to his physical, physiological, mental, economic, cultural or social identity of the person related to Aaseya /End Client.
- 17. **Ownership of Inventions**: "Inventions" are all developments, discoveries, creations, improvements, copyrightable material, original Content, works of authorship, works of visual art, and the like, whether or not patentable, copyrightable, original, novel, obvious, or otherwise susceptible to protection.

In case of any invention or discovery related to project or otherwise under employment on which you are directly or indirectly assigned to or involved in, including improvements and modifications, whether or not patentable, applications for Letters Patent covering said invention or discovery and Letters Patent issuing thereon, which invention or discovery may be made and/or conceived by you, either solely or jointly, during the period or periods of your assignment to or involvement in the Work and during a period of one year thereafter, shall be the exclusive property of the Company, shall be promptly disclosed to the Company and its clients, and shall be assigned to the Company without any compensation.

Employee shall do all acts and execute all documents reasonably required to convey to the Company, the entire right, title and interest in and to any such invention or discovery, patent applications based thereon and Letters Patent issuing thereon, and to enable Company, at its own expense, to apply for, prosecute and obtain Letters Patent in the India, United States and foreign countries, and to protect and enforce said patents in proceedings and litigation in connection therewith.

In the course of performing services for Company, Employee use, or permit or allow Company to use, in whole or in part, any invention created by him prior to commencing the said employment with the Company (or during the term of Employment), Employee hereby acknowledge and agree that such use, permission, or allowance shall be a full, express grant to the Company of an exclusive, royalty free, irrevocable, perpetual, worldwide license to such invention for whatever business purpose the Company so desires.

18. International Assignment & Visa: For business requirement, an employee may be expected to travel to an international location at Client Site/Location for project delivery, training or knowledge transfer based on Client's or Company's requirement. In this case the company will incur considerable cost and expenses in orientation, training, Visa and necessary arrangements for an employee. On completion of travel, employee is expected to return to the base location in home country. In case of separation initiation, an employee needs to serve the Company as per notice period applicable or as agreed in International assignment agreement. An employee on an international travel, cannot initiate separation process while working at an international location. The Employee needs to come back to home country after completing the assignment and then initiate separation as per Employee Separation Policy, for company to consider the same as valid resignation and separation.

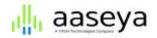
In the event, when employee is selected for the international assignment and also accepts to travel to onsite location, later on denies to travel & work for at least six months or agreed duration as per client requirement or where employee does not wish voluntarily to complete the notice period or commitment period as agreed in International assignment agreement after returning from international travel, employee has to (unless otherwise approved by Company in writing) pay to company, the liquidated damages as per the terms of International Assignment & Visa Policy.

Employee during the course of employment shall abide by all terms & condition as specified in **International Assignment & Visa Policy.** 

Note: In the event where an employee is transferred from one Company to other Group Companies or its Affiliates and Subsidiaries, in such cases the International Assignment & Visa

Aaseya/11457 Aaseya IT Services Pvt. Ltd. Company Privileged and Restricted

Page 7 of 8



Policy along with such other document that may be executed between the employee and the Company shall stand applicable for the employee.

- 19. **Submission of Documents**: The documents which you need to carry at the time of joining & reporting details are detailed in annexure II. Please note that all documents mentioned in annexure II are mandatory & you'll not be allowed to join without them.
- 20. **Acceptance**: We request you to go through offer documents which includes this offer letter, Annexure I, & II and acknowledge the same by sending an e-mail to us stating that you accept the terms & conditions mentioned in the same & confirm your joining date within **five days from the date of issuance of this letter or before date of joining, whichever is earlier**, failing which this offer will stand automatically withdrawn; unless the date is extended or communicated to you by our Talent Acquisition team.

If Employee breaches any clause of this offer letter then Employee shall be responsible to indemnify Company for all losses, damages or cost etc. and Company shall also initiate legal action against such employees. The Obligation stated in clause **13 & 14** of this letter will survive even after termination, or cancellation of this offer letter or resignation of employee.

### **ACKNOWLEDGEMENT & ACCEPTANCE**

I, <b>Shekh Asad Khaja</b> accept the same.	have	read	and	understood	the	above	terms	and	conditions	and	hereby
Signature:					_ Da	ate:			_		



### HRD/2T/1000852868/20-21

January 28, 2021

Ms. Shweta Sanjay Sanganwar At. Post Sahyaog Nagar, Naigaon, Naigaon-431709 India

Ph: +91-9158175695

Dear Shweta.

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 Bichard Lobo
Date: 2021.01.28 7:28:47 IST
Reason: Digitally Signed
Location: Bangallyre

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



HRD/1000852868/20-21

January 28, 2021

Ms. Shweta Sanjay Sanganwar At. Post Sahyaog Nagar, Naigaon, Naigaon-431709 India

Ph: +91-9158175695

Dear Shweta.

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 08-Mar-2021.

### Location

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

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

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

### **Training**

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



### **Probation and Confirmation**

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

### Leave

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

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

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

### **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.



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 2020-21 will be as follows:

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

# Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.



You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 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.



### **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 and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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 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.

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

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



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

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

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. 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	Cianatu

Signature Not Verified
Digitally signed by Bichard Lobo
Date: 2021.01.28 7:28:47 IST
Reason: Digitally Signed
Location: Bangalore

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



# ANNEXURE - I (Compensation)

COMPENSATION DETAILS (All figures in INR per month)					
NAME	NAME Ms. Shweta Sanjay Sanganwar				
ROLE	<b>Operations Executive</b>				
ROLE DESIGNATION	ROLE DESIGNATION Operations Executive - Trainee				
1. MONTHLY COMPONEN	TS				
BASIC SALARY		13,582			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)					
MONTHLY GROSS SALARY 16,					
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)					
3. RETIRAL BENEFITS					
PROVIDENT FUND - 12% of Basic Salary 1,63					
GRATUITY - 4.81% of Basic Salary*					
FIXED GROSS SALARY (1+	FIXED GROSS SALARY (1+2+3)				
TOTAL GROSS SALARY 18,581					

OTHER BENEFITS							
Scheme Eligible Amount In INR Interest Monthly Instalments Margin Money (To be borne by the							
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

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.

<sup>\*</sup>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



# Offer of Employment

To,

Mugeet Shaikh,

Mumbai,

Date: 30th Sept 2019

# Dear Muqeet Shaikh,

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

# Type of work

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

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

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

Offer of Employment



- We would expect you to be aligned with our company goals and policies, as well as committed to its deliverables, during the period of employment.
- You are required to send acceptance of this offer letter by signing each page,
   scanning it and emailing it by 01<sup>st</sup>,Oct 2019 failing which Company will have right to withdraw the offer letter.
- Also post acceptance, during joining, you will be required to submit photocopies of following documents:
  - 1. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post-Graduation mark list and degree certificates (if any)
    - Other qualifications mark lists and certificates (if any)
  - 2. Proof of identity i.e. PAN card, driving license, Electoral card
  - 3. Photographs (2 copies)

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

Best Regards,

Sandeep R Patil

Sandeep Patil

Director,

**Sankey Business Solutions** 

Email - sandeep@sankeysolutions.com



# **APPENDIX A**

# **Employment Terms and Conditions: -**

# **Profile Verification -**

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

# **Employee Duties and Responsibilities-**

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

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

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

Offer of Employment



### Tax-

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

# **Increments and Promotions-**

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

# **Quality Matters-**

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

# **Expenses and Reimbursement-**

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

# Travel-

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



# Posting / Transfer-

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

### Medical-

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

# Working Hours, Holidays and Leave-

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

# **Intellectual Property Rights-**

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



matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

#### Non-Solicitation-

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

#### Non-Disclosure-

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

#### Non-Compete-

By joining this company in the designated position, you hereby agree to not engage in any competing activity or business, or clients you have worked during the course of your employment and thereafter for a period of 1 year after the termination of your employment



with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Sankey Business Solutions.

#### **Personal Information-**

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

#### Termination-

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

#### Breaches and violations-

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company



reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

#### **Other Rules and Regulations**

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

#### **Notice Period-**

A notice of 1 month is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. You may also be requested to extend your period of stay, based on company needs.

#### Warranty-

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party.

#### Jurisdiction-

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Maharashtra shall have the jurisdiction, to decide any dispute arising from



or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

#### **Amendments-**

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

Sandeep R Patil

Director,

Sankey Business Solutions

Agreed to and accepted:

Candidate Name

Signature

Date & Place



#### **SERVICE AGREEMENT**

This agreement	is made between <b>Sankey Business Solutions</b> (hereinafter referred to as t	the
"Company") and	(hereinafter referred to as the "employee").	
Effective Date:		
This agreement s	hall be effective from the date of joining.	
<u>Declaration</u> :		
I, Mr. / Ms	hereby acknowledge and agreed that I would serve San	key
<b>Business Solutio</b>	<b>ns</b> for a period of 18 months from the date of joining. I also agree to, fai	ling
of which will resu	Ilt to pay an amount of Rs 75,000 as penalty as well as no personal docume	ents
(release letter, e	xperience certificate etc.) will be released to me.	
WITNESS:		
1) Name:	2) Name:	
Address:	Address:	
Contact No: _	Contact No:	
Authorized Sign	ature Candidate Name & Signature Date & Place	e

Offer of Employment



#### **APPOINTMENT LETTER**

23 January, 2024

Dear Shubham Puri,

Resume ID - 27859147

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

#### 1. Place of Employment and Timing:

- 1. Your initial place of work will be at IN-MH-Pune. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

#### 2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 85920**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

#### 3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

#### 4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

#### 5. Term:

Employment period shall commence on **24 January**, **2024** and You will join as a confirmed employee.

- 1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

#### 6. Retirement:

You will automatically retire on attaining the age of 58 years.

#### 7. Confidentiality:

- During the course of its business, the Company is required to keep confidential, the
  information about its Customers and itself and for that purpose to ensure the same
  from each employee assigned to perform services for the Company/its Customers
  and each employee who obtains or is in a position to obtain any information or
  materials.
- During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

#### 8. Non - Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a

customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

#### 9. Whilst employed by the company, you:

- 1. Will not engage in any external activities of a commercial nature
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign suchduties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

#### Other Provisions

- 1. **Language**. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
- 2. **Governing Law**. This appointment shall be governed by and interpreted in accordance with the laws of India.
- 3. You shall be governed by the "Service Agreement" as applicable to you

#### 10. Declaration of Nationality

You are required to declare your nationality to your recruiter immediately as non-Indian passport/OCI/POI holders are governed by different guidelines as per the Employees' Provident Fund Organization. The Provident fund computation differs for employees holding a non-Indian passport. In absence of any declaration, nationality will be deemed as Indian. Any discrepancy highlighted in nationality post joining and requiring change in provident fund computation will be considered for modification prospectively. Wipro will not be responsible for retrospective liability. . Kindly update and validate your nationality in The DOT. post your onboarding.

#### 11. Work Allocation

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments at any of the Wipro or Wipro's client locations based on project/assignment's requirement as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

#### 12. Government Employment Policy

If you were engaged and worked in capacity of a Government employee, you are required to comply by the cooling off period clause of 12 months from the date of retirement prior to accepting offer from a private Sector / Commercial offer and you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any government Organization/ Entity/ Department or Individual, which are or shall be in conflict with the interests of Wipro during your employment with Wipro.

It is understood that your date of joining **Wipro Limited**, will not be later than **24 January**, **2024** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully, For Wipro Limited.

Rajeev Menon

Vice President Talent Acquisition

I accept the terms of this letter.

**Signature: E-Signature Signature** 

**Date: E-Signature Date** 

Name: Shubham Puri

#### **ANNEXURE I**

Name	Shubham Puri
Designation	Associate
Date Of Joining	24 January, 2024
Level	AA
Basic	85920
House Rent Allowance	42960
Bonus	17184
WBP	43007
PF	15451
Gratuity	4133
ESI	6145
Target Cost To Company (INR per Annum)	214800

#### ANNEXURE II

#### CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

- For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

#### ANNEXURE III

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Shubham Puri**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- 2. Processing my job application including background verification checks and medical checks
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Shubham Puri

**Signature: E-Signature Signature** 

#### **ANNEXURE IV**

#### CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Shubham Puri**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

- 1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
- 2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
- 3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
- 4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
- 5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
- 6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Shubham Puri

**Signature: E-Signature Signature** 

Place: IN-MH-Pune

**Date: E-Signature Date** 

Please note: More details on the above-mentioned policies are available on My Policies Section in The DOT. which is accessible on joining.





Maximising Human Patential

Established as a state private University under Govt. of Maharashtra Act No. XXXVIII Dated 3rd May 2017



Fegde Pratiksha Jayprakash

PRN: 3123015010176

Program: Master of Computer

**Applications** 

Valid Up To 30 Jun 2025

Registar

Survey No.2,3,4 Laxminagar, Kondhwa Budruk, Pune-411048, Maharashtra India | www.vupune.ac.in



# VISHWAKARMA

Maximisina Human Potential

Established as a state private University under Govt of Maharashtra Act No XXXVIII Dated 3rd May 2017



Fegde Pratiksha Jayprakash

PRN: 3123015010176

Program: Master of Computer

**Applications** 

Valid Up To 30 Jun 2025

Registar

Survey No.2,3,4 Laxminagar, Kondhwa Budruk, Pune-411048, Maharashtra India www.vupune.ac.in



## VISHWAKARMA

Maximising Human Potential

Established as a state private University under Govt of Maharashtra Act No. XXXVIII Dated 3rd May 2017



Fegde Pratiksha Jayprakash

PRN: 3123015010176

### 

Program : Master of Computer Applications

Valid Up To 30 Jun 2025

Registar

Survey No.2,3,4 Laxminagar, Kondhwa Budruk, Pune-411048, Maharashtra India | www.vupune.ac.in



Offer: Computer Consultancy Ref: TCSL/DT20153129810/Pune

Date: 30/10/2015

Ms. Sayli Upendra Sakle Sakle HousePusad Road, Sai Nagar, Umarkhed-445206, Maharashtra. Tel# 91-9423701636

Dear Sayli Upendra Sakle,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential TCSL/DT20153129810

1



#### **COMPENSATION AND BENEFITS**

#### **BASIC SALARY**

You will be eligible for a basic salary of ₹7,100/- per month.

#### **BOUQUET OF BENEFITS (BoB)**

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

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

#### 1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### 2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

#### 3. Leave Travel Allowance

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



#### 4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

#### 5. Food Coupons

You will be eligible for food coupons of ₹500/- per month.

#### **Performance Pay**

#### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,600/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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



#### OTHER BENEFITS

#### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### 1. Basic Cover

- i. Entitlement Includes domiciliary expenses up to ₹5,000/- per insured person and hospitalisation expenses up to ₹95,000/- per insured person.
- ii. Premium Basic premium for self, spouse and first two children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependant parents/parents-in-law or remaining children (over and above the first two children), the applicable premium per insured person is to be borne by you.

#### 2. Higher Hospitalisation

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

- i. Entitlement You and your enrolled dependants will be entitled for ₹7,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.
- \* The above Health Insurance Scheme is subject to revision.



#### Loans

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

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

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

#### **Professional Memberships**

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

#### **RETIRALS**

#### **Provident Fund**

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



#### Gratuity

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

#### TERMS AND CONDITION

#### 1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

#### 2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment without prejudice to its other rights.

#### 3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.



Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services.

You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing. Upon your confirmation, if your services are not found satisfactory, TCSL may terminate your services by giving you one month's notice or one month's basic salary in lieu thereof.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

#### 4. Working Hours

You may be required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements / exigencies from time to time.

#### 5. Mobility

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



#### 6. Compensation Structure / Salary components

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

#### 7. Increments and Promotions

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

#### 8. Alternative Occupation / Employment

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

#### 9. Confidentiality Agreement

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

#### 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure.

#### 11. Overseas Deputation / International Assignment Agreement

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation. Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement/s. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### 12. Terms and Conditions

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

#### 13. TATA Code of Conduct

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

#### 14. Notice Period

TCSL shall give one month's notice or payment in lieu thereof if the traineeship is discontinued/terminated upon the expiry of one year. No notice or payment in lieu thereof shall be payable by TCSL when the traineeship is discontinued/terminated on account of any misconduct, either during the period of traineeship or upon expiry of the traineeship. During your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice. You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 2 years after joining in accordance with Clause No.10.

If you are covered under Deputation Agreement/International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

#### 15. Retirement

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

TCS Confidential TCSL/DT20153129810

9



#### 16. Pre-employment Medical Certificate

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

#### 17. Employment of Non Indian Citizens

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

#### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
   You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets
- Diploma certificate and mark sheets
- Degree certificate and mark sheets for all semesters
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport



- 6 photographs
- Medical Certificate
- -An affidavit/notarised undertaking stating:
- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university
- \*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

#### 20. Initial Training Programme

On joining TCSL, you will be given the benefit of formal and on the job training ("Initial Learning Programme") at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

#### 21. Letter of Appointment

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

#### 22. Rules and Regulations of the Company

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



#### 23. Compliance to all clauses

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

#### Withdrawal of Offer

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

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

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan

**Global Head Talent Acquisition & AIP** 

Encl: Annexure 1: Gross Salary Sheet
Annexure 2: List of TCSL Centres

<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter



#### **GROSS SALARY SHEET**

#### **Annexure 1**

Name	Sayli Upendra Sakle
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,232	62,780
2) Performance Pay		
Monthly Performance Pay	1,600	19,200
3) Annual Components/Retirals		
Health Insurance	NA	4,500
Provident Fund	852	10,224
Gratuity	341	4,098
Total of Annual Components & Retirals	1,194	18,822
TOTAL GROSS	15,126	1,86,002

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

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

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Conveyance Allowance	800	9,600
Leave Travel Assistance	592	7,100
Sundry Medical Reimbursement	500	6,000
Food Coupons	500	6,000
GROSS BOUQUET OF BENEFITS	5,232	62,780



#### **Annexure 2**

#### **Regional Offices**

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat Kolkata - 700156, West Bengal Tel: 033- 66881000
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane( West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499





#### HRD/IT/21-22/00011115

Mr. SANKET DILIP SOLANKE, Candidate ID-E1807, KARVE NAGAR, PUNE, PH.NO:7276842504 MAR 27, 2024

#### Dear SANKET DILIP SOLANKE,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

**EVP and Head Human Resources-Develop Trees** 

#### **DEVELOPTREES**

9D.No-21-17-878,

Malleswariparadise, wardno- 42,

Anjaneya peta 3<sup>rd</sup> line

Amaravathi Road,

Guntur-522007, AP.

Contact: 9888921111

hr@developtrees.com

www.developtrees.com



#### HRD/IT/21-22/00011115

Mr. SANKET DILIP SOLANKE, Candidate ID-E1807, KARVE NAGAR, PUNE, PH.NO:7276842504 MAR 27, 2024

#### Dear SANKET DILIP SOLANKE,

Congratulations! We are delighted to make you an offer as Software Trainee and your role is Associate Trainee.

Here are the terms and conditions of our offer:

#### **Joining**

Your scheduled date of employment with us will be APR 01st, 2024.

#### Location

Your location of training is **Guntur, Andhra Pradesh**. The location of the 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 undercommoncontrolwiththeFirstParty.ForpurposesofthisAgreement,"control"means possessing,directly or indirectly, the power to director cause the direction of the management ,policies or operations of an entity, whether through ownership of voting securities, by contract orotherwise.

#### **Training Period:**

The training program will consist of classroom training and on-the-job training. The duration of the classroom training is 3 Months. The rate of pay for employees in training is 18000. Upon completion of training, we will Check The Performance of an employee, Where an employee does not meet the minimum qualifications of the Position we continue the training for up to 6 months. Your employment continued with the Company is subject to your meeting thequalifying criteria thee end of the training and Successful completion of the training.



#### Information and background verification:

The commencement or continuation of your employment with the company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our stsndards, The Develop Trees retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting the company's policy on background verification

#### **Probation and confirmation:**

You will be on probation for a period of three 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

#### **Personal Particulars:**

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee and an emergency contact.

#### **NATURE OF WORK:**

Your nature of work mainly includes all the aspects of the duties and responsibilities mentiond in your job description as well as any other as-hoc duties assigned to you from time to time. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

#### **WORKING/SHIFT HOURS:**

The normal working hours of the company are from 9:00 to 7:00 from Monday to Friday including lunch break and tea breaks. As the company works 24/5 and also depends on organizational requirements or project contingencies, working hours and days for specific employees or groups of employees or all employees may be modified/altered from time to time which will be communicated to you by your manager

#### **SALARY PAYMENT:**

Regular employees in India are paid their monthly salary through their bank transfer on or before the 10<sup>th</sup> of every month. You are requested to note that processing of monthly payments will be subject to the submission of your Permanent Account Number (PAN) details to the company. In case you do not have PAN, please initiate the application process for the same immediately and carry the acknowledgment as issued by the income tax-authorities with you while coming for joining. A copy of the acknowledgment would need to be submitted by you for our records.



#### **Agreement:**

Our offer to you as 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 Develop Trees 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.

#### **Dual Employment:**

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 Develop Trees. 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.

#### Tax Deducted Source:

As required by law you shall be responsible for taxes including filing tax returns

#### Leave And Holidays:

As an employee of the company you will be entitled to NO casual leave per month if in case you don't wise to take the casual leave of that month that leave would be lapsed and will not be carried forward to the next month. The company follows strict time schedule and late comings are discouraged and for every late coming you will be entitled for loss of pay for half day holidays would be as per the list declared by the company from time to time.

#### **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 months' notice or salary there of 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 there of.

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.



#### **Performance Reviews:**

The company also has a yearly appraisal based on performance you may be eligible for a salary appraisal under the policy based on your individual ratings, as well as the performance of the team and the performance of the company as a whole which is achieved during the period.

#### **Intellectual Property Right:**

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activites of the company, the company shall be entitled to use /utilisze such improvement and you shall assignall the rights thereof to the company for the purpose of seeking any patent rights or for any other purpose.

The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during you association with the company

#### **RESTRAIN**:

#### ACCESS TO INFORMATION:

Information is available on need to know basis for specific groups. Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment

and legal action as deemed fit by the company.

#### **RESTRICTION OF PERSONAL USE:**

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet services and working time of the company for personal use. You will under no circumstances carry any work from home unless specifically requested by your manager. Any usage of company information of employment without notice and/or legal action for a misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

#### Other terms and conditions:

Our offer to you as a **Software Trainee** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2024-2025** These eligibility criteria for the Role of a **Associate Trainee**, has already been clearly communicate you during these lection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Develop Trees.



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

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

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 here by agree to the exclusive jurisdiction of the courts .

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.



## **EVP and Head Human Resources – Develop Trees**

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

Yours sincerely,



## SRAVAN DAGGUBATI

## **CEO & FOUNDER**

I have read, understood	and agree to the terms	and conditions as set forth in this offer letter.
Date:	,20	<u> </u>
Sign your name		_
Print your name	Location	_



## **ANNEXURE- I**

## (Compensation during the Training Period)

Particulars Monthly Annually

rai ticulai 3	IVIOIILIIIY	Ailiually
Basic Pay	₹ 13,757.86	₹ 165,094.34
House Rent Allowance(HRA)	₹ 5,503.14	₹ 66,037.74
Entertainment Allowance	₹ 400.94	₹ 4,811.32
Refreshment Allowance	₹ 1,375.78	₹ 16,509.43
Car/Vehicle Allowance	₹ 2,751.58	₹ 33,018.87
Take Home Salary	₹ 23,789.31	₹ 285,471.70
Retiral/Deductions		
Provident Fund(PF)	₹ 1,650.94	₹ 19,811.32
ESI		
Professional Tax	₹ 188.64	₹ 2,264.15
Health Insurance	₹ 1,886.79	₹ 22,641.51
Total Deductions	₹ 3,726.42	₹ 44,716.98
Gross Salary	₹ 27,515.73	₹ 330,188.68
Additional Contribution of Employer		
EPF(Employer contribution of PF)	₹ 1,650.94	₹ 19,811.32
ESI(Employer Contribution)		
Total Employer Contribution	₹ 1,650.94	₹ 19,811.32
Total Cost to Company	₹ 29,166.67	₹ 350,000.00

To be filled in by the person giving Reference Information				
Name of Candidate	Shivraj Dange			
Name of Referee	Dr. Dahale Sunil Vasantrao			
	Asst Prof. MGM's College of Computer Science &			
Referee's Current Designation & Organization	IT, Nanded			

1 How long have yo	u known the candidate?

From Last Three Years

2. In what capacity did you know the candidate - colleague, superior, customer, other (please specify in which organization you worked together)

He is Sincere, Hardworking

3. How would you describe Candidate's work style?

Excellent

4. What were Candidate's greatest accomplishments during the time that you worked with him/her?

He was always complete the said task without any excuse

5. If you were pulling together a team, would you hire the candidate?

Yes

6. In what capacity do you see Candidate?

Good team player

7. What are strengths of the candidate?

Sincere, Honesty & hardworking

8. Have you seen Candidate operate under stress?

yes

9. How does Candidate deal with adversity or failure?

he was always lernt from failure and improve herself

10. What motivates Candidate?

Curiousity for technology

In a good manner	
. How would you rate the candidate o	n the following parameters
(excellent, very good, fair, needs to in	— ·
Capability for the role identified	Very Good
Teamwork	Excellent
Leadership	Fair
Potential for growth	Very good
Values and Ethics	Very good
. What are the areas of improvement	of the candidate?
	of the candidate?
Leadership  . What might you share with the cand transition into the new organization?	lidate's new boss to help manage candidate and eas
<u> </u>	lidate's new boss to help manage candidate and easonew environament
Leadership  What might you share with the cand transition into the new organization?  She needs some time to sattle down in  Any other observations/thoughts you	lidate's new boss to help manage candidate and easonew environament
Leadership  What might you share with the cand transition into the new organization?  She needs some time to sattle down in  Any other observations/thoughts you	lidate's new boss to help manage candidate and eason new environament u would like to share?



## **OFFER LETTER**

## **PRIVATE & CONFIDENTIAL**

Date: 22nd December, 2022

Name: Arbaz Qureshi

Mobile No: (91)8600347433

Email Id: arbazgureshi377@gmail.com

Dear Kavya,

With reference to your application and subsequent interviews you had with us, we are pleased to offer you a position with Scalable System Pvt. Ltd. ("Company"), as per the following details;

- 1. You are being appointed as "US IT Recruiter".
- 2. Your appointment will be effective from dated **22**<sup>nd</sup> **December 2022.**You are requested to report for your duties on the above-mentioned date of joining, failing which this Offer Letter shall stand null and void unless extend in writing.
- 3. Your cost to the company shall be as set forth under Annexure I to this Offer Letter.
- 4. The Company shall be free to transfer you to any other location within or outside India where the Company may have its operations as it deems necessary by giving one-month notice.
- 5. Your appointment shall be subject to your successfully clearing extensive background checks including criminal and financial checks.

Kindly please send us the below-mentioned documents Scan Copies for further processing.

a) Originals and copies of your Educational Certificates & Mark sheets.





Tel.: 91 - 9692067775

- b) One passport size and one stamp size-coloured photographs.
- c) Original and copy of your PAN Card card and any other Government ID proof like Aadhar Card, Voter ID card, Passport, Driving License etc.
- d) A prerequisite to your joining is that your passport must be free from any rejection by any of the Consulates and the passport must be free from any AFU notation (whose cases are being examined by the Anti-Fraud Unit. ECNR clearance must be endorsed in the passport.)
- e) The relieving certificate and experience certificate from the previous employer;
- f) Salary certificate from the previous employer;
- g) Medical fitness certificate (in original) from a registered GP; and

On the date of joining, as mentioned hereinabove, you shall be required to sign and execute an Employment Agreement with the Company.

Kindly sign and return a copy of this Offer Letter on each page in acceptance of the terms.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Yours sincerely,

For and on behalf of Scalable Systems Pvt. Ltd.

Dona.

Authorised Signatory

TO BE FILLED UP BY THE CANDIDATE

I Arbaz Moinoddin Qureshi R/o Nanded Maharashtra agree to accept



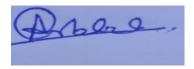
employment on the above-mentioned terms and conditions. I will report for duty on <u>22-12-22</u>.

Ables.

Signature:



## **OFFER LETTER**



# Annexure I COMPENSATION PLAN

NAME	Arbaz Qureshi	
DESIGNATION	US IT Recruiter	
Monthly Component	s (in Rs.)	
Basic Salary		15,100
House Rent Allowance	е	0
Transport Allowance		0
Medical Allowance		0
Research & Academic	Allowance	0
Special Allowance		0
Project Incentive (Var	iable)	0
TOTAL: Monthly		15,100
Add: ESIC Employer co	ont <u>ribution</u>	566
Total Monthly		15,666
TOTAL: Monthly Cor	mponents Annualized	1,87,992
	(One lacs Eighty-seve	en thousand nine hundred ninety-two)
COST TO COMPANY	′ – Per Annum	1,87,992
Deduction		
1. Professional Ta	ax	125.00
2. ESIC Employee	e & Employer Contribution	680



Human Resources
Scalable Systems Pvt. Ltd

Note: The above compensation package should not be discussed with anyone other than undersigned, serious action will be taken if found otherwise.

Abore.



Ref. No: GDC/HR/Training/12/21/857 Date: - December 20, 2021

To: Suraj Dange

Address: vinkar colony itwara

chofala nanded nanded 431602

### Dear Suraj,

- Thank you for exploring career opportunities with Pragmasys Consulting LLP. You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance in the selection process. You have been selected for the position of "Trainee".
- PRAGMASYS CONSULTING LLP is a leading MS Dynamics CRM Services and Solutions Provider and Microsoft Gold Implementation Partner. Pragmasys aspires to be amongst the best-in-class CRM companies that offers exceptional array of solutions and services aimed at nurturing relationships and building value whilst addressing specific business challenges.
- We take pride in stating that, we provide opportunities to eligible talent, to work on latest and cutting-edge technologies and have a rewarding and motivating work culture with high degree of professionalism.
- We are pleased to enroll you as a "Trainee" into our Graduate Training Program. This is a result of you qualifying during various rounds of selection process. Your initial place of posting will be at Pragmasys Consulting- F, Pinnac Memories Phase III, S. No. 7 & 8, Near City Pride Multiplex, Kothrud, Pune 411038.
- Your training period would be starting on **December 21, 2021** at 9:30 am.
- You will be on a training period of 3 (Three) months. As part of the training, you will also be deployed on various on-going projects and on cutting-edge technologies, which the Company has developed over a period, to make you updated in all the fields and also provide you training to make you successful on the job. However, in the event Company feels that your performance after training is not as per expectation, your training period shall be extended for a suitable duration and at the sole discretion of the Company. Your performance during training will be assessed on Weekly/Monthly basis and based on performance your appointment will be confirmed.
- This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during
  the training period, the company may afford you opportunities to assist you and enable you to improve your
  performance. If your performance is still found unsatisfactory, Pragmasys may terminate your traineeship
  forthwith.
- You will be designated as "Trainee" with an annual compensation of INR. 360000/- (Three Lakh Sixty
   Thousand Rupees Only) per annum. detailed Salary structure is as stated in Annexure-I.

www.pragmasys.in



#### **Terms and Conditions:**

- Working Hours: Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.
- Your absorption at Pragmasys is after meeting our stringent performance standards and will be further based
  on Company's business needs and as such accepting you as a trainee is in no way a commitment that you
  would be offered an employment with Pragmasys. Also note that Pragmasys will give you the opportunity to
  match your skills and interest with the opportunity available and will evaluate your fitment for the same.
- As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per Pragmasys selection guidelines.
- It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false is found in the details submitted by you.
- Mobility: Pragmasys reserves the right to transfer you at any of its offices, work sites, or associated or
  affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of
  transfer.
- Leave: You will be eligible for the benefits of the Company's Leave Policy.
- Service Clause: As Pragmasys will be incurring considerable expenditure on your training, you will be
  required to serve Pragmasys for a minimum period of 1 year after joining, failing which, you will be liable to
  pay Pragmasys INR 100,000/-towards the training expenditure. Duration of one year refers to continuous
  service of 12 months from date of joining Pragmasys and excludes the duration of Leave without pay (LWP)
  and/or unauthorized absence, if any.
- Non-Disclosure of Trade Secrets, Customer Lists and Other Proprietary Information. Trainee agrees not to use, disclose, or communicate, in any manner, proprietary information about Pragmasys, its operations, clientele, or any other proprietary information, that relate to the business of Pragmasys. This includes, but is not limited to, the names of Pragmasys customers, its marketing strategies, operations, or any other information of any kind which would be deemed confidential or proprietary information; this also includes all the work products/ artefacts / solutions / code base developed would be property of Pragmasys and the trainee/employee would not be able to use it outside Pragmasys project. If the trainee/employee uses such material for any other company, the individual as well as the other company would be liable for breach of confidentiality.
- You shall be required to sign necessary agreements with the Company and complete various formalities, inorder to secure the interests of the Company and submit required documents for records/background verification, as mentioned in the list enclosed.
- In the event of you leaving the services, you will have to give 30 days of notice during training period and 90 days of notice post successful completion of training period. However, the Company may relieve you before the completion of stipulated time-period at its sole discretion.



- Notice Period: During your training with Pragmasys, either you or Pragmasys may terminate your traineeship/employment by providing 30 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behavior and/ or performance are not found satisfactory, Pragmasys may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.
  - Regardless of above, you will be liable to pay Pragmasys INR 100,000/- (Rupees, One Lakh only) in case you fail to serve Pragmasys for a minimum period of 1 year after joining in accordance with the Service clause.
- Background Check: Your association with Pragmasys will be subject to a background check in line with our background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of traineeship/service without notice.
- Withdrawal of Offer: If you fail to accept the offer from Pragmasys within 24 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of this Offer letter if you fail to join on the date provided in the Pragmasys Joining letter, the offer will stand automatically terminated at the discretion of Pragmasys.

We welcome you to "Pragmasys Consulting LLP", we are confident that you will strive to contribute to your potential and add value through your roles and strengthen the spirit of PRAGMASYS.

Yours Sincerely,
For PRAGMASYS CONSULTING LLP

Swapnil Bhoskar
Chief People Officer

Agreed and Accepted:

Name: Suraj Dange

Date: December 20, 2021.

Place: Pune



## Annexure I Salary Break Up

Your annual compensation will be INR. 360000/- (Three Lakh Sixty Thousand Rupees only)

Name		Suraj Dange						
Designation		Trainee						
Job Location		Pune						
Level		L1						
Salary Break-up								
Components Monthly Annually Variable								
Basic	15000	180000	-					
HRA	7500	90000	-					
Basket Of Allowances	3012	36144	-					
Part A	25512	306144	-					
Employer PF	1800	21600	-					
Medical Insurance Premium	800	9600	-					
Gratuity	722	8664	-					
Part B	3322	39864	-					
Statutory Bonus	-	-	14000					
IPP	-	-	0					
CPP	-	-	0					
Part C	0	0	14000					
Total = Part(A+B+C)	28834	346008	14000					
	Fixed CTC	Annually Variable	Total CTC					
Total CTC:	346008	14000	360008					

www.pragmasys.in



#### **List of Documents**

## List of Documents to be produced at the time of joining

- I. Aadhaar (As per government notification, it is mandatory to produce it. It will be linked to your PF account. If not submitted, it will not be possible to complete the joining formalities.)
- I. Universal Account Number (UAN) (If you have a UAN generated in your past employment, please produce it.

  If not, please submit a declaration by mail and Pragmasys will generate it)
- II. Xth certificate
- III. XIIth certificate
- IV. Copies of your Academic Degree/ Certificate/ Mark sheet (all semesters). Post-Graduation documents also to be provided in case you are a PG Degree holder.
- V. Appointment Letter and Relieving letter / experience certificate(s) from all employers along with last two month's salary slip.
- VI. Statement of taxable income/Provisional Form 16.
- VII. Copy of your passport.
- VIII. Copy of PAN card.
- IX. Current address proof (Rent Agreement/Utility Bills/Affidavit etc).
- X. Permanent address proof.
- XI. Three latest passport size photographs.
- XII. For Bank Account Opening:
  - Original PAN Card and original Passport/Voter ID Card/Driving License.
  - Cheque (mandate to have name printed on it) or Bank Statement

If you have an active salary account with any of nationalize Bank, please furnish the details. You may continue to use it at Pragmasys.

#### Note:

- As per Pragmasys policy, you will be subjected to Background Verification pre/post your date of joining.
- You are advised to carry "2 Copies" of all the above-mentioned documents on your date of joining.

www.pragmasys.in



Established on 17th September 1994 - Recoginized by the UGC U/s 2(F) and 12(B) NAAC Re-accredited with 'A' Grade

STATEMENT OF MARKS

SR.NO.: CK 011778

**EXAMINATION:** 

MASTER OF COMPUTER APPLICATION S. Y. (REV1)[SEM. -III & IV]CBCS, SUMMER 2022.

COLLEGE NAME : SCHOOL OF COMPUTATIONAL SCIENCES, S. R. T. M. U. , NANDED.

SEAT NUMBER:

MCA1/2020/141/41 PRN/ELIGIBILITY NUMBER:

THAKUR SAI MUNNASINGH

UV90537

141 COLLEGE CODE:

SWAMFRAMAND TEERTH MARATHMADA UNIVERSITY, NANDED

NAME ----ESE---- --TOTAL-- GRD. GRD. EARNED ----CA----PAPER TITLE ( 5 ) PATHWADA UNIVERSITY CREDITS RAMAN HIMARATHWADA UNIVERSITY, NANDEO SWAMI RAMANAMAX, HMIN. OBT. 4 MAX. MIN. OBT. 4 MAX. OBT. MAX. OBT. MAX. PTS GR PTS SEMESTER TIT MARATHWADA VISUAL PROGRAMMING TOOLS NANDED 4 (TH) 50
MOBILE APP DEVELOPMENTRSTY NANDED 4 (TH) 50 36 100 81 36 50 45 32000 100 72 43 29 50 8 32 R+A 41 100 72 PYTHAN, PROGRAMMING A UNIVERSITY, NANDED STATE THOMASO CERTIFICATE STATE 4 34 ELLINUXERADMINISTRATION (NANDED 4VA (TH) NASO EEP-MAR 50 50 100 RO A. 30 EU25 DIGITAETHIMAGEAPROCSSITY, NANDED AVAY THINASO EFTELLIAR 92 A+ 10 40 100 50 42 LAB 7 (VISUAL PROG TOOLS) ANDED 2 (PR) 25 --LAB 8 (MOBILE APP DEVELOP ) DED 2 (PR) 25 --RIHMARA14 16 18 50 37 8+ B 25 B 50 31 25 16 15 7 1400 50 32 R LAB 9 (PYTHAN PROGRAMMING) 2 (PR) 25 25 COTTON 16 25 18 8+ 8 08 OP. EL 1: CYBER (SECURITY ERSITY, NANDED 1 VAMI RAMAN 25 EEF -- VAR 18 AC SWAM STANDAR TEESTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND LEERTH MARATHWAD SEMESTER - IVEN MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEESTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEESTH MARATHWADA UNIVERSITY 32 30 50 SEMESTER-1V NANDED SWAM RAMANANDED SWAM RAMANA 2408 6+ -- 27 100 23 100 45 17 2805 EL4: DIG MARKIN BUSH ANALYSHANDED STATTH) NISOTER HITH AR 42 ADA USO - HAND LAB 10 AC BASED ON ELIGERATY NAMED 214 PR 1 125 EPTILLIAR 16/10 125 4-10-17 A DEL 33 B 50 21 40 25 LAB 11 ( BASED ON EL4EISTY NANDED 200 PR) 25 EERL AR 200 DA U25 - 14 LAB 12 PROJECT WORK UNIVERSITY NANDED 200 RAM RAMA 150 EERTH MAR 95 AD 150 - 77 0 20 50 41 A 18 300 221 126 50 32 B-VALA PROJECT VEVA MOCEADA UNIVERSITA NANDED BYAMI RAMANATUTTEERTH WARATHWADA SO SITTEMAND 32 -- ST--NOT--NAM 25 EERTH MARATHWADA UNIVERSITY, NANDED SWAM RAMAWAZS EERH MARATHAA B SEMINAR ETRIL MARATMA LOG UNIVERSITY MANDED SWAMI SAMAMAND TERRIHMARATH KADA UNIVERSITA DA DES SWAM LERTH MARATHWADA UNIVERSITY NANDES SWAMI RAMANANO TEER HIMARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIFISII UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWA 1350 TOTAL CREDITS EARNED: ERSITY NAND CPI (SEM III & IV) : 7-94 S. Y. CREDITS EARNED: VERSITY NAME 54/AMIREARNED GRADE POINTS : 457 CPI (SEM I & II ) : 8. 460ED FINAL CREDITS FARNED VERSITY NAMED BEARNED GRADE POINTS : 886 CPI (SEM I TONIV) A MES 2000 TEERTH MARAT LAADA UNIVERSITY NAMDED SWAMI RAHAMAD TEERT MUSENT TEERTH MARATHMADA UNIVERSITY, NANDED SWAMI BAMANAND TEERTH MAPATEL FINAL GRADE HARASHIN DA UNIVERSITY NANDED SWAM BAMANAND STERTH MARASHINAS SI V. VANDED SWAM BAMANAND TEEFTH MARASHINAS SI V. VANDED SWAM BAMANAND TEEFTH MARASHINAS SI VANDED SWAM BANANAND AGGREGATE : X'H MARA 7640 CEONTH NAMED SWAM RAMINAND TEERTH MUTATHMADA UNIVERSITY, NAMED SWAM RAMINANG.

21 - OF RAMANANC TEERTH MARATHWADA UNIVERSITY, NAMED SWAM RAMANAND TEERTH MACT HIS ADA UNIVERSITY MANDEL SWAM RAMANANG RESULT PASS DAUNIVERSITY, NANDED SWAM RAMANAND TEERTH MAHATHWALLA QUI VERSITY, NANDED SWAM ATH VARATHWALL IN VERSITY, NANDED

AM HAMANANC TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERIN, MARATHWADA UNIVERSITY, NANDED SWAMI HAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED AM FAMANANC TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAN EMMARAN TEETE MARTHWADA JINYERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED SWAMI RAMANAND TEERTH NANDED SWAMI RAMANAND TEERTH NANDED SWAMI RAMANAND TEERTH NANDED SW SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, HANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWARE RAMENAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY MANDED SWAM RAMANAND TEERT

DA UNIVERSITY, NANDED SWALL RAMANAND TEER BIMAR J. WALLAUN, ER TI HANG

TH THEORY PR-PRACTICAL [CAPES], IF: INTERIVAL EXAM, SEMI. SEMINAR, OR: ORAL T. TEST, TW. TERM WORK TOW: TEST-TW. AL. ABSENT, EXEMPTED, "GRACE AVAILEDOR DESCRIPTION, PC: PERFORMANCE CANCELLED, WPC: WHOLE PERFORMANCE CANCELLED, CA. CONTINUOUS ASSESSMENT, ESF. END OF SEMESTER EXAMINATION.

Board at Examination THIS STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AT THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD ANY

BOARD AT THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

SWAM SHAMORAN DIGHOO MARATHWADA UNIVERSITY, MANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, MANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED

SARM HAMANANO TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA I NIVERSITY NANDER SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

DURAN RAMANAND TEERTH MARATHWADA UNIVERSITY, NAMDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NAMDED SWAMI BASIANAND TEERTH MARATHWADA UNIVERSITY, NAMDED SYFREE BANGNAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED



Established on 17th September 1994 - Recoginized by the UGC U/s 2(F) and 12(B) NAAC Re-accredited with 'A' Grade

STATEMENT OF MARKS

SR.NO.: CK 011778

**EXAMINATION:** 

MASTER OF COMPUTER APPLICATION S. Y. (REV1)[SEM. -III & IV]CBCS, SUMMER 2022.

COLLEGE NAME : SCHOOL OF COMPUTATIONAL SCIENCES, S. R. T. M. U. , NANDED.

SEAT NUMBER:

MCA1/2020/141/41 PRN/ELIGIBILITY NUMBER:

THAKUR SAI MUNNASINGH

UV90537

141 COLLEGE CODE:

SWAMFRAMAND TEERTH MARATHMADA UNIVERSITY, NANDED

NAME ----ESE---- --TOTAL-- GRD. GRD. EARNED ----CA----PAPER TITLE ( 5 ) PATHWADA UNIVERSITY CREDITS RAMAN HIMARATHWADA UNIVERSITY, NANDEO SWAMI RAMANAMAX, HMIN. OBT. 4 MAX. MIN. OBT. 4 MAX. OBT. MAX. OBT. MAX. PTS GR PTS SEMESTER TIT MARATHWADA VISUAL PROGRAMMING TOOLS NANDED 4 (TH) 50
MOBILE APP DEVELOPMENTRSTY NANDED 4 (TH) 50 36 100 81 36 50 45 32000 100 72 43 29 50 8 32 R+A 41 100 72 PYTHAN, PROGRAMMING A UNIVERSITY, NANDED STATE THOMASO CERTIFICATE STATE 4 34 ELLINUXERADMINISTRATION (NANDED 4VA (TH) NASO EEP-MAR 50 50 100 RO A. 30 EU25 DIGITAETHIMAGEAPROCSSITY, NANDED AVAY THINASO EFTELLIAR 92 A+ 10 40 100 50 42 LAB 7 (VISUAL PROG TOOLS) ANDED 2 (PR) 25 --LAB 8 (MOBILE APP DEVELOP ) DED 2 (PR) 25 --RIHMARA14 16 18 50 37 8+ B 25 B 50 31 25 16 15 7 1400 50 32 R LAB 9 (PYTHAN PROGRAMMING) 2 (PR) 25 25 COTTON 16 25 18 8+ 8 08 OP. EL 1: CYBER (SECURITY ERSITY, NANDED 1 VAMI RAMAN 25 EEF -- VAR 18 AC SWAM STANDAR TEESTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND LEERTH MARATHWAD SEMESTER - IVEN MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEESTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEESTH MARATHWADA UNIVERSITY 32 30 50 SEMESTER-1V NANDED SWAM RAMANANDED SWAM RAMANA 2408 6+ -- 27 100 23 100 45 17 2805 EL4: DIG MARKIN BUSH ANALYSHANDED STATTH) NISOTER HITH AR 42 ADA USO - HAND LAB 10 AC BASED ON ELIGERATY NAMED 214 PR 1 125 EPTILLIAR 16/10 125 4-10-17 A DEL 33 B 50 21 40 25 LAB 11 ( BASED ON EL4EISTY NANDED 200 PR) 25 EERL AR 200 DA U25 - 14 LAB 12 PROJECT WORK UNIVERSITY NANDED 200 RAM RAMA 150 EERTH MAR 95 AD 150 - 77 0 20 50 41 A 18 300 221 126 50 32 B-VALA PROJECT VEVA MOCEADA UNIVERSITA NANDED BYAMI RAMANATUTTEERTH WARATHWADA SO SITTEMAND 32 -- ST--NOT--NAM 25 EERTH MARATHWADA UNIVERSITY, NANDED SWAM RAMAWAZS EERH MARATHAA B SEMINAR ETRIL MARATMA LOG UNIVERSITY MANDED SWAMI SAMAMAND TERRIHMARATH KADA UNIVERSITA DA DES SWAM LERTH MARATHWADA UNIVERSITY NANDES SWAMI RAMANANO TEER HIMARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIFISII UNIVERSITY, NANDES SWAMI RAMANANO TEERTH MARATHWADA UNIVERSITY NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWAMI RAMANANO TEERTH NANDES SWA 1350 TOTAL CREDITS EARNED: ERSITY NAND CPI (SEM III & IV) : 7-94 S. Y. CREDITS EARNED: VERSITY NAME 54/AMIREARNED GRADE POINTS : 457 CPI (SEM I & II ) : 8. 460ED FINAL CREDITS FARNED VERSITY NAMED BEARNED GRADE POINTS : 886 CPI (SEM I TONIV) A MES 2000 TEERTH MARAT LAADA UNIVERSITY NAMDED SWAMI RAHAMAD TEERT MUSENT TEERTH MARATHMADA UNIVERSITY, NANDED SWAMI BAMANAND TEERTH MAPATEL FINAL GRADE HARASHIN DA UNIVERSITY NANDED SWAM BAMANAND STERTH MARASHINAS SI V. VANDED SWAM BAMANAND TEEFTH MARASHINAS SI V. VANDED SWAM BAMANAND TEEFTH MARASHINAS SI VANDED SWAM BANANAND AGGREGATE : X'H MARA 7640 CEONTH NAMED SWAM RAMINAND TEERTH MUTATHMADA UNIVERSITY, NAMED SWAM RAMINANG.

21 - OF RAMANANC TEERTH MARATHWADA UNIVERSITY, NAMED SWAM RAMANAND TEERTH MACT HIS ADA UNIVERSITY MANDEL SWAM RAMANANG RESULT PASS DAUNIVERSITY, NANDED SWAM RAMANAND TEERTH MAHATHWALLA QUI VERSITY, NANDED SWAM ATH VARATHWALL IN VERSITY, NANDED

AM HAMANANC TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERIN, MARATHWADA UNIVERSITY, NANDED SWAMI HAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED AM FAMANANC TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAN EMMARAN TEETE MARTHWADA JINYERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED SWAMI RAMANAND TEERTH NANDED SWAMI RAMANAND TEERTH NANDED SWAMI RAMANAND TEERTH NANDED SW SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, HANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWARE RAMENAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY MANDED SWAM RAMANAND TEERT

DA UNIVERSITY, NANDED SWALL RAMANAND TEER BIMAR J. WALLAUN, ER TI HANG

TH THEORY PR-PRACTICAL [CAPES], IF: INTERIVAL EXAM, SEMI. SEMINAR, OR: ORAL T. TEST, TW. TERM WORK TOW: TEST-TW. AL. ABSENT, EXEMPTED, "GRACE AVAILEDOR DESCRIPTION, PC: PERFORMANCE CANCELLED, WPC: WHOLE PERFORMANCE CANCELLED, CA. CONTINUOUS ASSESSMENT, ESF. END OF SEMESTER EXAMINATION.

Board at Examination THIS STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AT THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD ANY

BOARD AT THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

BOARD AND THE STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

SWAM SHAMORAN DIGHOO MARATHWADA UNIVERSITY, MANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, MANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NANDED

SARM HAMANANO TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA I NIVERSITY NANDER SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

DURAN RAMANAND TEERTH MARATHWADA UNIVERSITY, NAMDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY NAMDED SWAMI BASIANAND TEERTH MARATHWADA UNIVERSITY, NAMDED SYFREE BANGNAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED



Established on 17th September 1994 - Recoginized by the UGC Us 2(F)and 12(B) NAAC Re-Accredited with 'A' Grade

www.srtmun.ac.in

SR.NO. CJ. 121157

#### STATEMENT OF MARKS

MASTER OF COMPUTER APPLICATION S.Y. (REV1)[SEM. -III & IV]CBCS, SUMMER 2022. **EXAMINATION** 

COLLEGE NAME : SCHOOL OF COMPUTATIONAL SCIENCES, S. R. T. M. U. , NANDED.

VY90538 PRN/ELIGIBILITY NUMBER: MCA1/2020/141/42 SEAT NUMBER:

VANDRE NAVINKUMAR SURESH 141 COLLEGE CODE: NAME

PAPER TITLE(s)	CREDI	TS		CA-			-ESE		TO	TAL	GRD.		
			MAX	. MIN.	OBT.	MAX.	MIN.	OBT.	MAX.	OBT.		PTS.	GR. PTS
SEMESTER-III													
VISUAL PROGRAMMING TOOLS	4	(HT)	50	20	25	50	20	50	100	75	B+	8	32
MODEL E AND DELIEL DOMENT		(TU)	EO	20	30	50	50	43	100	73	B+	8	32
PYTHAN PROGRAMMING EL1:LINUX ADMINISTRATION EL2:DIGITAL IMAGE PROC.	4	(TH)	50	20	35	50	20	50	100	82	Α		36
EL1: LINUX ADMINISTRATION	4	(HT)	50	20	31	50	50	50	100	81	A	9	36
ELZ: DIGITAL IMAGE PROC.	4	(TH)	50	50	41	50	20	50	100	91	A+	10	40
LAB 7 (VISUAL PROG. TOOLS)	2	(PR)	25	10	17/1	25	10	18	50	37	B+	8	16
LAB 8 (MOBILE APP. DEVELOP		(PR)	25	10	15	25	10	16	50	31	B	7	
LAB 9 (PYTHAN PROGRAMMING	) 2	(PR)	25	10	16	25.	10	16	50	32	P. T	1.9 1.34	14
OP. EL1: CYBER SECURITY	1	1	25	10	18	1 8 4 43	STAN		25	18	B+	- B	08
				: All bi	SWAM	PAR	· · Wi	Ĺ				4-1	, MAHOES
SEMESTER-IV					SWAM								MANCE
EL3: CYBER SEC. & DIG. FOREN	. 4	(TH)	50	ಿ20€	38∧∉	50			100				28
EL4: DIG. MARK. & BUS. ANALYS		(TH)							100				N28
LAB 10 ( BASED ON EL3 )	. 5	(PR)	25	A10EL	51/201	25	10		50				N180
LAB 11 ( BASED ON EL4 )	ં ∙2	(PR)	25 🖔	(10EL	53/	25	10	50	50	43///	ra <b>a</b> raara	101 <b>9</b> 1111	18
LAB 12 PROJECT WORK	12	f)	150 1	<sup>A</sup> 60 1	10	150	60	129		239WAI	MB+ W	FILLITY	76
PROJECT VIVA VOCE	2	1111111111	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ABDEC	awam awa .	50	50	37	50	ALHWAR	B+	EI LITY	16
SEMINAR	1	201	25	10	31/4		A		25,6	LATHWAE	A NIV	ERSHTY	MAN
	714	MINL NO	TI YA	ANDED	\$-14 - W	FRAME	1 N. S. A.	1 1 F E P					318 4
TOTAL	n54	STATES	ITY, N	ANDEL	Brak A PA	RAM	ANANI	DIELH	1330	1032	A TU		NAME OF STREET
S. Y. CREDITS EARNED:	54	MINEN	TYN	ANDEC	SHIAM	LITE	4. 6 4. 93	4E-00	T. CE	Marting.	II. P	rear to	3. 17 3. 61
F. Y. CREDITS EARNED:	7,10 <b>54</b>	VIII (EA	KNED	VALUET	AR ARU.	LIVIO	A. (Aft)		THE CE	Meta Tr	i 4 4 10 Mil In TAPA	THE BYES.	1.39
FINAL CREDITS EARNED:	₹108	EA	KNED	EGRAL	E PU	TIA I'D	ANAX		AN LOE	CI LAWY	are a verse	KADU N	and the state of t

FINAL GRADE :

THE CALL STATE OF THE STATE OF AGGREGATE % :

HIVADA UNIVERSITY, NAMEE .

THE MARKTHWARE UNIVERSELY, NAMED SWAMI RAMATANG LERTH MARATHWARE UNIVERSITY, NAMED THE MARKTHWARE UNIVERSITY, NAMED THE MARKTHWARE UNIVERSITY, NAMED THE MARKTHWARE UNIVERSITY, NAMED TO MAKE THE MARKTHWARE UNIVERSITY, NAMED THE MARKTHWARE UNIVERSITY. RESULT : PASS

SERTH WARATHWADA UNIVERSITY, NANDED SWAMER GRANAND TEERTH WARATHWADA UNIVERSITY, HANDES SWAM ARTHUR TO LEER IN MARATHWADA UNIVERSITY NAMED SWAM RAMARAY DI EERIH MARATHWADA UNIVERSITY NAMED SWAM RAMARAY DE EERIH MARATHWADA UNIVERSITY NAMED SWAM RAMARAY EERIH MARATHWADA UNIVERSITY NAMED SWAM RAMARAY EERIH MARATHWADA UNIVERSITY NAMED SWAM RAMARAY RAMARAY MARATHWADA UNIVERSITY NAMED SWAM RAMARAY RAMARAY RAMARAY RAMARAY NAMED SWAM RAMARAY RAMAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARAY RAMARA

WAS A UNIVERSITY MARGET WANTRAMANAND TEERTH MARATHWADA UNIVERSITY, HANGES

WAM RAMANAND TEFSTH MARATHWADA UNIVERSITY HAY

(244)2

DATE : JULY 04, 2022 ADATHA AND THE ANGELS MANDED SWARE LORANAMED TEERTH MARATHWADA UNIVERSITY NAMED TO STANDARD THE THE MARATHWADA UNIVERSITY NAMED SWARE MANDED THE THE MARATHWADA LINE ERSITY NAMED SWARE MANDED TO THE PROPERTY OF THE PRO

SWITE DASTANAND TELETH MARATUYADA UNIVERSITY, NANDED SWOMLHAMANAND TEERTH MARATHWADA UNIVERSITY, NANDES SECTION IN THE WARD THERTH MADE THE ADA UNIVERSITY HANDED SWAM TAMANAND TEERTH MARATHDADA UNIVERSITY, DANDED THE HALL REMADA UNDERSITY HANDED SWAM RAMANAND TREATH SARATHWARA UNIVERSITY, HANDSE THE ASSET OF THE WARD HAND TO DARREST OF WHISE DESCRIPTION OF THE SHARM HERE TO SHARM THE SHARM PRITY NAMED SWICE DAMARA HE TERRE MARATHWALL UNIVERSITY, NANDED SWAM RAMANARD THER IH MARATHWADA U SWASS BASSAS OF THE WAR WATER STATE AND CONVERSITY, NAMED SYSTEM RAWARAND (EFRIH MARAINWADAL

TH: THEORY, PR. PRACTICAL (CA+ESE), IE: INTERNAL EXAM, SEMI:SEMINAR, OR: ORAL, TITEST, TW:TERM WORK, TTW: TEST-TW, AA: ABSENT, II: EXEMPTED, GRACE AVAILEDON MOCAMULTIPLE CHOICE QUESTION, PC: PERFORMANCE CANCELLED, WPC: WHOLE PERFORMANCE CANCELLED, CA:CONTINUOUS ASSESSMENT, ESE: END OF SEMESTER EXAMINATION. BOARD OF Examinations & Evaluation
THIS STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY

SVIAMI RAMAHAND IN RIDI MERILIWADA UNIVERSITY NANDED SWAMI RAMANANE TEENTH MARATHWADA UN

BRTMUN/UE/MAY-2018/2.00,000



USMFRD: 092023/89

Date: 04th Sep, 2023

# PROVISIONAL OFFER LETTER

Dear Khureshi Shaik,

Based on the interaction we have had with you, **USM Systems** is pleased to offer you the position of **Junior Recruiter** in our **US Recruiting** Division with effect from **11**<sup>th</sup> **Sep, 2023**.

The applicable **Terms and Conditions** of your Employment are as given below.

- 1. You will be on Training and Probation for Three Months from your date of joining and based on your performance in training your service will be commenced.
- You will be paid the stipend during the Training and Probation and after completion of your training and probation you will be paid the Monthly CTC of INR 25,000/- (Rupees Twenty-Five Thousand only) + Performance Incentives.
- Your initial place of position will be at USM HUB, Door No 8-2-293/82/A/270E, Road No – 10, Jubilee Hills, Hyderabad - 500033.
- 2. Your shift timings will be from 05:30pm to 02:30am Indian Standard Time
- 3. During the training and probation, you are not eligible for any kind of statutory benefits.
- 4. You are not eligible for any kind of leaves during the training period, so as to focus on the learning part of your Job. Post training you are eligible for paid leaves as per the company leave policy.
- 5. The Management reserves right to terminate your services without any notice on the grounds of non-performance, breach of terms and conditions, or in case of any unethical practices.
- 6. In the event if you wish to leave the company within 18 months from you date of joining you shall be liable to pay the sum of INR. 100,000/- (One Lakh rupees only) in lieu of the expenses lawfully incurred by the company in connection with the training, probation, and employment.
- Non-Compete: You shall not accept any employment nor disclose any Confidential Information with our business-related companies/clients during the term of your employment.



- 8. **Non-Disclosure:** You agree that you will use company's confidential information for the sole purpose of performing the duties and responsibilities and will not discuss or disclose any of the information to or with any person nor disclose any company's Confidential Information includes, but is not limited to, all computer passwords, client's information, proprietary information, trade secrets, employees and work lists, and trade information regarding or about USM Systems.
- You also agree that any disclosures or unauthorized use of access to confidential information will be grounds for immediate termination of your employment with USM Systems.
- 10. You agree that you will report immediately to USM Systems in any violation of the terms of this agreement or unauthorized use, duplication, disclosure, or dissemination of confidentiality information by any person, including yourself.
- 11. You are also governed by the rules and regulations as applicable and in force or amended from time to time during the course of your employment.
- 12. Please confirm your acceptance of this offer by signing below that you are joining **USM**Systems is not in any contravention of above terms and conditions.
- 13. We welcome you to our organization and trust that we could build a mutually meaningful and rewarding career for you in our company.

Sai Kishore K
Lead - HR

I accept the above terms	and conditions o	of USM System	s and confirm	my acceptanc	e to this Offer
with effect from:		•			
Signature : _	10 (10 (10 (10 (10 (10 (10 (10 (10 (10 (				
Date : _					
Place : _					



Established on 17th September 1994 - Recoginized by the UGC Us 2(F)and 12(B) NAAC Re-Accredited with 'A' Grade www.srtmun.ac.in

SR.NO. CJ. 121145

## STATEMENT OF MARKS

**EXAMINATION:** 

MASTER OF COMPUTER APPLICATION S. Y. (REV1)[SEM. -III & IV]CBCS, SUMMER 2022.

COLLEGE NAME : SCHOOL OF COMPUTATIONAL SCIENCES, S. R. T. M. U. , NANDED.

SEAT NUMBER :

VY90526

PRN/ELIGIBILITY NUMBER: MCA1/2020/141/30

NAME

NARWADE VAISHALI MUKINDRAD

COLLEGE CODE:

141

PAPER TITLE(s)	REDIT	NIVERS		MIN.	OBT.		MIN.			OBT.			GR. PTS
SEMESTER-III	VADAU	NIVERS	ITY. N	ANDEL	SWA	MI RAM	ANANI	TEER				ERSIT	MANDEL
VISUAL PROGRAMMING TOOLS	4	(HT)	50	20	46	50	20	50	100	96	A+	10	40
MOBILE APP. DEVELOPMENT	4	(HT)	50	50	39	50	20	46	100	85	A	9	36
PYTHAN PROGRAMMING	4	(TH)	50	20	42	50	20	50	100	92	A+	10	40
EL1: LINUX ADMINISTRATION	4	(HT)	50	20	41	50	20	50	100	91	A+	10	40
EL2: DIGITAL IMAGE PROC.	4	(HT)	50	50	42	50	20	50	100	92	A+	10	40
AB 7 (VISUAL PROG. TOOLS)	5	(PR)	25	10	21	25	10	21	50	42	A	9	18
AB 8 (MOBILE APP. DEVELOP.	) 2	(PR)	25	10	23	25	10	24	50	47	A+	10	20
AB 9 (PYTHAN PROGRAMMING)	2	(PR)	25	10	21	25	10	20	50	41	A	9	18
OP. EL1: CYBER SECURITY	1		25	10	22	明 克瓦斯	ANANI	TEER	25	22	DAANI	9	09
		NIVERS			NEWA		ANANI						
SEMESTER-IV NO TEERTH MARATHY	MADAU	HIVERS	ITY, M	ANDEL	TSWAI	III RAM	NAN	TEER	100	70	B+	8	32
EL3: CYBER SEC. & DIG. FOREN.		(TH)	50	20	41	50	20	29	100	66	DABINE	7	28
EL4: DIG. MARK. & BUS. ANALYS.	P. C. L. C.	(HT)	50	20	41	50	20	25	50	43	DA DINI	9	18
LAB 10 ( BASED ON EL3 )	A000 100 1	(PR)	25	10	21	25	10	22		41	DA A BUIL	9	18
LAB 11 ( BASED ON EL4 )	A STATE OF THE STA	(PR)		10	21	25	10	20	50	263	DAAINE	EPI	108
LAB 12 PROJECT WORK	12		150	60	135	150	COLUMN SECTION	128	774 2 2 2 2 2 2	A PERSON NAMED IN	DARNI	EFFIT	14
PROJECT VIVA VOCE	2		MEN N	ANDE	SWA	50	50	33	50	33	DANNE	TO T	09
SEMINAR MANAND TEERTH MARATH	VADA		25	10	21	WI RAMA	MANI	TEER	25	21	DATINI	ERSIT	NAMDE
TOTAL .	54	NIVERS	13.3	ANDEL		MI RAM	ANAMI	TEER	1350	1145		144	488
S. Y. CREDITS EARNED:	54							CP	I (SE	M III	& IV	) Section	9.04
STATE OF THE PROPERTY OF THE PROPERTY OF THE PARTY OF THE	54	EA	RNED	GRAI	DE PO	INTS	: 47			M I &			8. 80
FINAL CREDITS EARNED:	108	THE RESERVE	RNED		20091197	DINTS	1100000			MIT			8. 92

FINAL GRADE : A WASHINGTON TO BE A STANDARD SWAMPAN AND TEERTH MARATHWADA UNIVERSITY NAME
AGGREGATE %: 83.89 HADA LAWERSITY NAMED SWAMPAN AND TEERTH MARATHWADA UNIVERSITY NAME
AND LAWERSITY NAMED SWAMPAN AND TEERTH MARATHWADA UNIVERSITY NAME
AND LAWERSITY NAMED SWAMPAN AND TEERTH MARATHWADA UNIVERSITY NAME
AND LAWERSITY NAMED SWAMPAN AND TEERTH MARATHWADA UNIVERSITY NAMED

RESULT : PASS EWAYO RAMAMAND TEERTH MARATHWADA UNIVERSITY NANDED SWAM RAMANAND TEERTH MARATHWADA UNIVERSITY SWAM RAMAMAND TEERTH MARATHWADA UNIVERSITY NANDED SWAM RAMANAND TEERTH MARATHWADA TEERTH MARATHWADA TE

DATE : JULY 04, 2022.

TH: THEORY , PR: PRACTICAL [CA+ESE], IE: INTERNAL EXAM. SEMI-SEMINAR, OR: ORAL, T: TEST, TW:TERM WORK, TTW: TEST+TW, AA: ABSENT, #: EXEMPTED, "GRACE AVAILED OF MCQ.MULTIPLE CHOICE QUESTION, PC: PERFORMANCE CANCELLED, WPC: WHOLE PERFORMANCE CANCELLED, CA CONTINUOUS ASSESSMENT, ESE: END OF SEMESTER EXAMINATION THIS STATEMENT IS SUBJECT TO CORRECTIONS, IF ANY



OF INTERNSHIP



# SAMPADA POHARE

FOR COMPLETION OF INTERNSHIP
IN FULL STACK DEVELOPMENT

@WeVerve Systems

**FROM** 

21ST AUGUST, 2023

TO

20TH FEBBUARY, 2024









# Personal Information

Confidential: To be filled by Candidate

		D	ate:			
Name : Ms / Mr.						
Date of Birth:	Phone :	Email:				
Permanent Address:						
Marital Status : Married	Unmarried Current Lo	ocation :				
Employer & Designation :		Tot	tal Experience :			
Family:		O / D	ones and an I Dal			
Name Father		Company Name / P				
Mother						
Ciata da						
5 " /						
Degree / Stream:						
Year	Percentage	College/Scho	ol	Board		
1:						
2: 3:						
4:						
Certificates:						
Previous Organizations:						
# Company Name	Designation	Location	Last Salary	From/To Year		
1.						
3.						
Total Number of Organizations						
Current CTC:	Expected CTC:	No	otice Period:			
Willing to work in Shifts:	Yes No Occasio	onally if required				
Area of Interest :						
Details of people known in RIL:	:					
Any Other Inputs :	_					
	Dallana					
	Reliance Industries Limited		Signatu	ıre		



Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20223600108/Pune/BPS/BTN

Date: 17/11/2022

Ms. Aarti Haridas Jondhale At Post Wadepuri Tq Loha Dist Nanded Wadepuri Wadepuri Nanded-431606 Maharashtra Tel# -

Dear Ms. Aarti Haridas Jondhale,

#### Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



## **Transforming Opportunities to Integral Solutions**

Date 25-Jan-2021

#### **Letter of Employment**

#### DEAR ABHIJIT RAMRAO FADNIS,

We are pleased to offer you employment in our organization **Core Integra Consulting Services Pvt. Ltd.** ("Company") situated Mumbai as **Operation Executive** for a fixed period of employment ("Contract"), on the following terms and conditions.

- 1. The term of your employment shall be valid from **25-Jan-2021** till **24-Jan-2022**. Notwithstanding this, 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. Unless otherwise extended by mutual consent, this contract shall stand terminated on its expiry i.e., on **24-Jan-2022**
- 2. You will be deputed by the company to work at the clients' office / premises at their locations on 25-Jan-2021.
- 3. Details of your salary break up with components are as per the enclosure attached herewith.
- 4. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other party.
- 5. This offer is subject to background and police clearance. As a condition of accepting this offer of employment, you may be required to submit to a background screening. Unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of this check may result in termination of employment.
- 6. You will, with effect from **25-Jan-2021** be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
- 7. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 23 (Twenty Three) days annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, 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 salary / reimbursement amount due, if any, shall be credited to your savings bank account opened for this purpose.

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,

Yours truly,

For Core Integra Consulting Services Pvt. Ltd



**Authorized Signatory** 



5 February 2024

#### PRIVATE AND CONFIDENTIAL

# Dear Abhishek Bedarkar Congratulations!

We are happy to welcome you to the SK AI Technologies & Solutions team.

Based on your profile and discussions, we have observed that you have displayed the Qualities required to be part of SK AI Technologies & Solutions.

We are pleased to offer you the position of **Full Stack Developer Intern**.

If you choose to accept the above mentioned position, the following will be included from the date of joining:

Duration: 6 Months

Salary: NA/-

Benefit: Letter of recommendation for future employment\* [\* Only After completing internship]

We will be glad if you can join us as soon as possible, you should join on or before **19 February 2024**. You need to confirm your date of joining in writing or over an e-mail.

In case you do not communicate your acceptance of offer within 10 days of receipt of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing.

You will be reporting to Mr. Sagar Kulkarni, and for any queries and details contact on 'support@skaitas.com'.

We wish you all the best for your journey with SK AI Technologies & Solutions.

Sincerely,



Anurag R Abhyankar HR Manager **Employee Acceptance** 

Name:



Date: Mar-28-2024

Ref No: 41196/367064

#### **Adarsh Ashok Ramulwar**

Block-D4, Flat-134, Shanti Rakshak Society, Near Ishanya Mall, Yerwada, Pune, Maharashtra 411006

Subject: Offer cum Appointment Letter for Employment ("Letter")

#### Dear Adarsh,

Congratulations on your selection with BMC Software India Private Limited ("BMC")!

We are pleased to offer you a position of <u>Automation Engineer - India</u> and your appointment as communicated herein shall be confirmed upon you joining the services of BMC and is subject to your acceptance of the following terms and conditions:

#### 1. Date of Joining:

Your date of joining shall be on or before **Tuesday, April 16, 2024.** ("Joining Date") except if otherwise extended by BMC and communicated to you in writing.

If you are unable to join by this date, please inform in writing to the respective BMC Recruiter at least 7 working days prior to your scheduled Joining Date, failing which, BMC reserves the right to withdraw this offer of employment.

#### 2. Emoluments & Benefits:

You shall be paid Annual Fixed Compensation of **INR 1,200,000.00** which is more particularly described in Compensation & Benefits Break-up Sheet. Your emoluments will be subject to such statutory and legal deductions as may be applicable from time to time, such as your contribution to provident fund, income tax deductible at source, profession tax, etc.

You are also eligible to participate in the **variable pay plan** of BMC Software India Pvt. Ltd., subject to an annual incentive of **7.5%** over your fixed annual compensation. This variable incentive will be paid to you at the discretion of BMC Software India Pvt. Ltd and will be based on various factors including your individual performance, the team performance and the corporate performance. Further details of the variable pay plan shall be provided on joining.

Retiral benefits such as Gratuity, Provident Fund and Bonus if applicable will be as per the prevailing statutory rules, regulations and laws in force from time to time.

Please note that in case of any International Workers, Contribution towards Provident Fund will be calculated in accordance with the provisions of Employees' Provident Fund Scheme, 1952 for International Workers (refer to Rule 83 of EPF Scheme).

#### 3. Leave:

You shall be entitled to an annual leave in accordance with the BMC's leave policy. The details of this policy may be found online at BMC's intranet HR web page.

## 4. Work Location:

Your initial place of posting will be in IND Pune - Business Bay.

4.1 However, your services are liable to be transferred, at the sole discretion of BMC, from one location to another in India and to any of the units/companies in the BMC Group globally. In case of such a transfer, your services will be governed by the rules and regulations and practices applicable to the assigned department or the establishment where you are posted and will be subject to the laws of India or the country of your deputation.

#### 5. Confidentiality and Intellectual Property Assignment Agreement:

The Confidentiality & Intellectual Property Assignment Agreement is an integral part of this Letter and all terms thereof are deemed to have been incorporated herein and this Letter shall be read, understood and construed accordingly. Your signature on the Letter signifies that you have received, read and understood the Confidentiality and Intellectual Property Assignment Agreement and agree to abide by the rules and policies stated within it.

**BMC Confidential** 



HDFC bank Ltd., I-Think Techno Campus, Building Alpha,Next to Kanjur Marg Railway Station(East) Kanjur Marg(E), Mumbai-400 042

## **Appointment Letter**

Personal & Confidential Date: 05-06-2023

Name: Adinath Gangadhar Jagtap

Location: Basmath

Tentative Date of Joining: 06-07-2023

Dear Adinath,

Further to the interview & discussion you had with us, we are pleased to offer you as Retail Agri-Rural Portfolio Officer, in KGC - Retail Agri at Basmath, Basmath on the following terms and conditions:

Grade: S1

SALARY COMPUTATION						
Components	Per Annum	Per Month				
Basic	153086	12757				
HRA	76544	6379				
Provident Fund	18370	1531				
Total Fixed Pay	248000	20667				

(The above compensation will be payable to you every month in the salary. You may claim income tax exemption as applicable within the parameters of the applicable tax structure)

#### Provident Fund:

You will be covered under the Bank's Provident Fund Trust. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

The details of your remuneration and benefits are given in Annexure.

- 1. Probationary Period:
- 1.1 You will be on probation for a period of six months or such extended period as may be decided by the Bank based on your performance during the probation period.
- 1.2 On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.
- 2. Notice Period:
- 2.1 In case you decide to leave the Banks services after confirmation, you will be required to give thirty days notice. The bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay the Bank the salary for the notice period so reduced/waived off. Bank, after confirmation at its discretion can decide to relieve you by giving months notice or Salary in lieu of notice.



Offer: Computer Consultancy

Ref: TCSL/DT20218339001/Hyderabad

Date: 21/11/2021

Ms. Aishwarya Anandrao Bokare At.Someshwar Post.Rahati Dist.NandedRoad, Hanuman Mandir,Someshwar, Nanded-431605, Maharashtra. Tel# 91-7758003471

Dear Aishwarya Anandrao Bokare,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

## **COMPENSATION AND BENEFITS**

## **BASIC SALARY**

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

TCS Confidential TCSL/DT20218339001



## 18 January 2024

Ajay Arun Pampatwar , Noida

Dear Ajay,

**Subject: Offer Letter** 

This is with reference to your application, based on the information provided by you and the discussions held, we are pleased to invite you to work with us as **Helpdesk Engineer-L1**. The joining date will be **23 January 2024**.

Please send us the acceptance within 24 hours of receipt of this letter.

Your total cost to company will be **INR 400,000/- PA.** The remuneration, allowances and other payments, benefits and Tax deduction will be governed by the statutory provisions in force from time to time.

A detailed Employment Agreement will be issued to you after you have joined the company. The important clauses of your agreement are as mentioned below

- You shall sign the service agreement for 24 months.
- Notice period during probation will be 30 days and after the completion of probation will be 60 days where employee can terminate this engagement on providing a written notice (emails permitted) of 60 days.
- In the event where employee gets promoted from L1 to L2 before the end of 24 months, the service agreement will stand null, and void and notice period of 90 days shall apply from the date of promotion.
- The employee will only be eligible for any pending wages, emolument, benefit, experience certificate, relieving letter in the eventuality of compliance with 90 days' notice period.
- The company reserves the right to terminate your services during or at the end of probation period without giving a month's notice, if the employee is found incompetent for the position, undisciplined or for any other reason.
- In case of eventuality of non-compliance with 60 days' notice period employee will refund the most recent two months of salary to the Employer.
- Medical insurance of Rs 3 lacs will be provided which covers spouse and 2 kids. Company reserves the right to modify benefit programs and plans time to time as it deems necessary. Benefits are not encashable.





#### 03-Jun-2022

## Dear Ajay Ganeshrao Bhosale,

B.Sc, Computer Science

Mahatma Gandhi Missions College of Computer Science and Information Technology, Nanded

#### Candidate ID - 21468835

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Trainee.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-.** This includes an annual target incentive of INR **12,000** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

#### Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

- 2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous

# **GROWTHPAL**

## **GrowthPal Technologies Private Limited**

08th March, 2024

To,
Mr. Ajay Ingle,
Vrindavan Regency,
Yewalewadi,
Pune-411048

### **OFFER LETTER**

Dear Ajay,

This is with reference to the discussion you had with us.

We are pleased to make you an offer to be part of GrowthPal Technologies Private Limited (the "Company".) You will be working as a **Product Testing Intern** in our **Pune** office.

Your monthly stipend will be INR 5,000 (INR Five Thousand Only).

Following are the other terms and conditions of this offer:

- 1. You shall be required to join the Company on or before 11th March, 2024
- 2. Your internship is for a period of 2 months starting from your date of joining which can be extended based on performance.
- 3. On successful completion of your internship period, or extended internship period as the case may be, you may be considered for a permanent position at the company if you so desire.
- 4. In case you decide to leave the said internship at the company, you will be required to give seven days' notice. The company may terminate the internship at any time due to non-performance or leave of absence without prior approval.
- 5. While you are in the services of the company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person with or without any consideration. You will devote your whole time and attention to your office work to promote the interest of the company.
- 6. You will not divulge details like your compensation structure, performance rating, performance bonus amount, increment etc. and will not divulge to any person or utilize any of the company's secrets or other related information (which you may possess by reason of your association with the company) with any external agencies, press etc. outside the company. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the company.
- 7. During the term of this Agreement and for up to one year after termination of this Agreement you undertake that: a. You will not directly or indirectly, on your own behalf or in the service or on behalf of others, in any capacity induce or attempt to induce any officer, director, or any employee of the Company to leave the Company.
- b. You will not directly or indirectly, on your own behalf or in the service or on behalf of others, in any capacity solicit the business of any customer or consultant of the Company.

Registered Office: B-303 GO Square, Wakad Hinjewadi Road, Pune 411057



Date: January 05, 2024 Ref No: IM/OL/ 000478 M3

App No: 00033716

To, Mr. Akash Balaji Hamand, S/O Balaji Hamand, 81, VanjarGalli, Kundalwadi, District - Taluka, Nanded, Maharashtra – 431711

### **OFFER LETTER**

Dear Akash Balaji Hamand,

This refers to our applications and subsequent interview with us; we are pleased to offer you employment in our organization as a" Business Recruiter" on the terms and conditions mutually agreed upon.

- 1. Your date of joining is January 05, 2024 at our Thane Mumbai office.
- 2. You Fixed cost of Company will be Rs. 3,00,000 /- per annum.
- 3. You will also be eligible for an incentive as per policy.
- 4. The above CTC and performance-related incentive shall be subject to the statutory tax deductions, as may be applicable.
- 5. Further, you shall be entitled to be reimbursed for all expenses incurred by you, in respect of the work assigned to you provided prior approval has been obtained for incurring such expenditure as per the policy of the company.
- 6. During the term of your employment with IMVED Technologies Private Limited. You should not engage in any employment or act in any which either conflict with duties and obligations to IMVED Technologies Private Limited or contrary to the policies or interests of IMVED Technologies Private Limited.
- 7. You will serve a probationary period of six (6) months commencing from your date of joining. Your services will be confirmed on successful completion of probationary.
- 8. During the initial or extended period of probation, this appointment is terminal by giving immediate notice without assigning any reason on either side.
- 9. After the completion of probationary period, this appointment is terminal by either the company or yourself by giving 30 days notice for those who are in Level 1-3 and 15 days notice for those who are in Level 4 to 8 or salary in lieu thereof, without assigning any reason on either side.
- 10. You shall not be allowed to adjust leave credit balances during the notice period once you have tendered your resignation.
- 11. The offer will revoked in case any information is found to be incorrect in the reference check.

#### **IMVED** Technologies Private Limited

CIN: U74999MH2018PTC305508

REGISTERED OFFICE: 203, Navnath Prasad Society, Opposite Ghantali Mata Mandir, Naupada, Thane West, Maharashtra 400602.



#### **Tech Mahindra Limited**

Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011 techmahindra.com

Registered Office:

Gateway Building, Apollo Bunder Mumbai

400 001

Ref: 934926/2168812/Permt Date: 26th November, 2022

Akash Laxmankumar Talmuti HMT Varsha Residency, Swarnapuri, Miyapur, Hyderabad - 500049. Phone No: 8830761805

## **Subject - Offer of Appointment**

Dear Akash Laxmankumar Talmuti,

It is our pleasure to welcome you to Tech Mahindra Limited.

- 1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on **U1** band, operating out of our **Hyderabad** office.
- 2. Your "Annual Total Cash Compensation" will be **Rs. 228000 (Rupees Two Lakhs Twenty Eight Thousand Only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
- 3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- 4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
- 5. You are required to join on **28th November**, **2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
- 6. On the date of joining, you are requested to report to **Susma Sugumaran at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad 500043**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and submit the copies of the same to the HR Team.
- 7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
- 8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Susma Sugumaran** latest by **28th November, 2022**.





#### Offer Letter

2 messages

Anusud Mukherjee <dnusud.mukherjee@tcs.com>
Cc: Jineeshkumdr J < jineeshkumdr.j@tcs.com>

Mon, Nov 21,

Dear Candidate,

We have issued your Final Offer letters, kindly action on it immediately!! those who are not interested kindly let us know through mail.

1=11-7-1

You need to log in to Next Step Portal and accept the offer.

PLEASE CHECK YOUR LOCATION IN OFFER LETTER.

Those who have accepted provisional offer letters will be getting their original offer.

Post acceptance of both offer letters, further details regarding onboarding will be shared.

TENTATIVE DATE OF JOINING WILL BE - 25-nov -22.

Please find the below details for other location address.

Joining Locations	Onboarding Location	Address
Pune	TCS - Pune Sahyadri Park	Rajiv Gandhi Infotech Park, Hinjewadi, Phase III, Pune
Kolkata	TCS Candor Techspace	IT/Ites SEZ, Candor Techspace, Action Area - 1D, New Town, Rajarhat, North 24 Parganas, Kolkata Metropolitan Area - 700156, Kolkata, West Benga
Mumbdi	TCS Olympus, Thane	Security Block, 2nd Floor Induction Room, Olympus, Thone, Mumbdi
Hyderabad	Deccan Park	Deccan Park, Plot No.1, Software Units Layout,
		Madhapur, Hyderabad, Telangana - 500081
Ahmedabad, Gandhinagar, Vadodara		GARIMA PARK,IT/ITES SEZ,
	TCS Garima Park	PLOT # 41,
		Gdndhindgar - 382007,Gujarat
Bangalore	TCS Think Campus	Think Campus, Electronic City Phase II. Bangalore- 560100
Hagpur	TCS Mihan	MIHAN (Multi-modal International Cargo Hub and Airport) Special Economic Zone Village Telhara-Dahegaon, P.S. Post Khapri, Nagpur, Maharashtra, Ii

IT WILL BE A WORK FROM OFFICE OPPURTUNITY, THERE WILL BE NO WORK FROM HOME POLICY.

Regards,

Anusua Mukherjee Talent Acquisition Group Tata Consultancy Services Mob:- +91 6303936013

Mail to: anusua.mukherjee@tcs.com Website: http://www.tcs.com





## Letter of Intent (LOI)

26/03/2024

## Dear Akshay Rajebhau Shinde,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/'Company') and you, we are pleased to make an Offer for "Contract of Apprenticeship" on the following terms and conditions.

- 1.1 You shall be appointed as an 'Apprentice' and will be paid a stipend of INR Rs. 16104 /- per month minus all applicable taxes and withholdings
- 1.2 Your initial place of work shall be Pune.
- 1.3 Your apprenticeship contract will be effective from <a href="Model 2024">09/04/2024</a> and will end on <a href="Model 2024">09/04/2025</a>, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before <a href="Model 2024">08/04/2024</a> failing which the Company reserves the right to withdraw this letter and/or cancel your apprenticeship. If this date is not suitable, please contact us immediately at <a href="model initial 2024">initial 2024</a> to seek an alternative date on which to submit all required documents.

Please note that the apprenticeship will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

- 1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.
- 1.5 Your Contract of Apprenticeship Training with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your contract in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.
- 1.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions.
- 1.7 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your contract.
- 1.8 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.
- 1.9 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

Signature of Candidate

CNX/REC/ART/AGHR/APRLOI/2.4

Concentrix Daksh Services India Private Limited Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place New Delhi- 110001, India 91 11 68137745

CIN: U72200DL1999PTC102972

info@concentrix.com · www.concentrix.com



OL No: AM2919 Date: 18 May 2023

Dear Akshay Kale,

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 ACADEMOR as an Academic Counsellor and you will be reporting to the office on 10 June 2023.

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 ACADEMOR:

Date of Joining: 10 June 2023

Training Period: 10 June 2023 to 19 June 2023

On the Job Training Start Date: 20 June 2023

On the Job Training End Date: 19 December 2023

Location of Training: Bangalore Stipend: INR **15000** Per Month

Incentives: INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 10 June 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20233892660/Pune/BPS/BTN

Date: 01/02/2024

Mr. Amitsingh Ajaysingh Parmar Parmar Complex Bhagat Singh Road Old Mondha Nanded-431601 Maharashtra Tel# 91-9421851689

Dear Mr. Amitsingh Ajaysingh Parmar,

#### Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,660/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



February 6, 2023 Ref No: 63267February 6, 2023

Amul Biradar

India

#### LETTER OF APPOINTMENT

#### Dear Amul.

It was wonderful to meet you and understand your thoughts and priorities. We appreciate the time spent and interest that you have shown towards us. Incedo is in a very special zone wherein we have chartered aggressive growth plans, both, organically & inorganically to supplement the momentum that we have built over the last 8 years. We find you as an ideal choice for the role of **Java BE** and be part of this growth journey. It is our pleasure to offer you letter of appointment with Incedo.

**Designation:** Software Engineer

Band/Grade: 3A

Department: Telecom
Location: Chennai

Cost to Company: Your cost to company will be Rs. 1,400,000.00/-per annum. Please refer Annexure "A" for details.

This appointment will commence from your date of joining February 7, 2023. As a next step please sign on all pages and return to us at the supriya.john@incedoinc.com within 15 days.

#### Incedo Technology Solutions limited

#### CIN: U72200DL2011PLC220071

**Gurugram**:248,Udyog Vihar, Phase -IV,Gurugram - 122015. Tel: +91 124 4345901, +91 124 4345400

**Bengaluru:**1st FloorTower C, Global Technologies Park, Marathali, Outer Ring Road, Bangalore – 560103,Tel: + 91 8067085800 **Chennai:** 3rd floor, Bascon Maeru-Block-B, Kodambakkam High Road, Nungambakkan, Chennai – 600034, Tel: +91 44 66851400/1500

Pune: Sammon Magnum Opus Business Park, Lalit Estate, Baner, Pune -411045, Tel: +91 20 67182007

Registered Office: A-47, Lower Ground Floor, Hauz Khas, New Delhi-110016, Tel: +91 11 41655400 Contactus@incedoinc.com



# **OFFER LETTER**

Date: 26th, March 2024

## **OFFER LETTER**

## Dear Aniket,

Congratulations!

We have great pleasure in offering you the post of **Angular Developer** in the company. The terms and conditions of your appointment are given below:

- Autotroph Infotech Pvt. Ltd. is offering INR 45,000/- a salary package as per our discussion to meet your expectations. You will be paid every month which includes all allowances that an employee of your status is entitled to.
- You will be governed by all the policies and procedures of the company as may be applicable to an employee of your status from time to time.
- All programs, system design, manuals, literature, etc. developed by you, while
  in the company service will at all times be deemed to be the sole property of
  the company.
- The company has the right to alter or modify the terms and conditions of employment.
- Your services are liable to be terminated without notice during the period of probation or extended probation without assigning any reason. After confirmation, further services with the company may be terminated at any time by giving three months' notice in writing from either party. If you wish to terminate the employment then you shall give the company in writing three months' notice or a payment to the company a sum equivalent to three months' Salary.





#### 20-Dec-2021

**Dear Anil Hanmant Mise,**B.Sc, Computer Science
MGM'S COLLEGE OF Computer Science and IT., NANDED

#### Candidate ID - 17970259

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee** 

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-.** This includes an annual target incentive of INR **12,000** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

#### Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

- 2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097









:

Infosys Campus Recruitment
Program: Congratulations, you 

☆
have a job offer Inbox



Infosys Freshers Recru... 18 May to Infosys ~



:



Hello

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright © 2022 Infosys Limite



Scalable Systems Pvt. Ltd HIG – 26, Suite – 101 BDA Complex, JayadevVihar Bhubaneswar – 751013, India Tel.: 91 – 9692067775

#### **OFFER LETTER**

#### **PRIVATE & CONFIDENTIAL**

Date: 22nd December, 2022

Name: Arbaz Qureshi

Mobile No: (91)8600347433

Email Id: arbazgureshi377@gmail.com

Dear Kavya,

With reference to your application and subsequent interviews you had with us, we are pleased to offer you a position with Scalable System Pvt. Ltd. ("Company"), as per the following details;

- 1. You are being appointed as "US IT Recruiter".
- 2. Your appointment will be effective from dated **22**<sup>nd</sup> **December 2022.**You are requested to report for your duties on the above-mentioned date of joining, failing which this Offer Letter shall stand null and void unless extend in writing.
- 3. Your cost to the company shall be as set forth under Annexure I to this Offer Letter.
- 4. The Company shall be free to transfer you to any other location within or outside India where the Company may have its operations as it deems necessary by giving one-month notice.
- 5. Your appointment shall be subject to your successfully clearing extensive background checks including criminal and financial checks.

Kindly please send us the below-mentioned documents Scan Copies for further processing.

a) Originals and copies of your Educational Certificates & Mark sheets.





Offer: Computer Consultancy

Ref : TCSL/EP2023CN2970096/ Chennai/2127207

Date: 30-DEC-2023

Mr. Ashish Ashok Adkeshwar

Near Madhla Maroti, Sagroli

Nanded, Maharashtra, India

Tel No.: 9284556548

### **Sub: Letter of Offer and Terms of Employment**

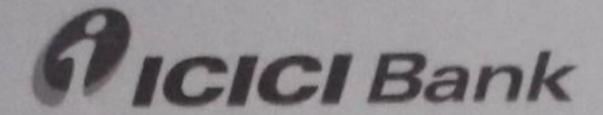
Dear Mr. Ashish Ashok Adkeshwar,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of I.T. Analyst in Grade C2 at TCS - Pune. Your gross salary including all benefits will be Rs. 14,50,001/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.



# PRIVATE AND CONFIDENTIAL

Reference No. - 1384044757 Applicant ID - 4357288

16-Mar-2021

Asmita Suryatale

Dear Asmita,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in CLOG - DEMAT at MUMBAI -ANDHERI (E)\_CHANDIVALI. Your internship would take place at MUMBAI -ANDHERI (E)\_CHANDIVALI. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Sales and Relationship Banking.

The following are the terms and conditions of the appointment.

# Commencement/Term:

You shall be required to join our Bank on 18-Mar-2021 initially as a Trainee.

· You will be required to complete the on-the-job training for a period of three months

immediately on joining.

- You will also be required to complete the mandatory NISM certification along with other evaluation process during the three months on-the-job training period to be eligible for Grade Confirmation.
- On successful completion of the three months' on-the-job training and NISM Certification, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank or failure to complete NISM Certification, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn and you shall continue to be in a position of Trainee till such period as decided by the bank.
- After completion of on-the-job training and NISM Certification, you will be on probation
  for a period of one year or such extended period as may be decided by the Bank based
  on your performance during the probation period.
- On satisfactory completion of your probation, your service with the Bank shall be confirmed, and communicated in writing to you.

# Remuneration:

(a) During Training Period

 You will be paid an all-inclusive lump sum stipend of Rs. 7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as Senior Officer.

ICICI Bank Limited
ICICI Bank Towers

Bandra-Kurla Complex Mumbai 400 051, India. Tel. (91-22) 2653 1414 Fax. (91-22) 2653 1122 Website www.icicibank.com Regd. Office: "Landmark", Race Course Circle, Vadodara 390007, India.

2021/03/17 19:18



USMFRD: 092023/88

Date: 04th Sep, 2023

#### PROVISIONAL OFFER LETTER

Dear Baig Azim,

Based on the interaction we have had with you, **USM Systems** is pleased to offer you the position of **Junior Recruiter** in our **US Recruiting** Division with effect from **11**th **Sep**, **2023**.

The applicable Terms and Conditions of your Employment are as given below.

- You will be on Training and Probation for Three Months from your date of joining and based on your performance in training your service will be commenced.
- You will be paid the stipend during the Training and Probation and after completion of your training and probation you will be paid the Monthly CTC of INR 25,000/- (Rupees Twenty-Five Thousand only) + Performance Incentives.
- Your initial place of position will be at USM HUB, Door No 8-2-293/82/A/270E, Road No - 10, Jubilee Hills, Hyderabad - 500033.
- Your shift timings will be from 05:30pm to 02:30am Indian Standard Time
- During the training and probation, you are not eligible for any kind of statutory benefits.
- You are not eligible for any kind of leaves during the training period, so as to focus on the learning part of your Job. Post training you are eligible for paid leaves as per the company leave policy.
- The Management reserves right to terminate your services without any notice on the grounds of non-performance, breach of terms and conditions, or in case of any unethical practices.
- 6. In the event if you wish to leave the company within 18 months from you date of joining you shall be liable to pay the sum of INR. 100,000/- (One Lakh rupees only) in lieu of the expenses lawfully incurred by the company in connection with the training, probation, and employment.
- Non-Compete: You shall not accept any employment nor disclose any Confidential Information with our business-related companies/clients during the term of your employment.



27 July 2023

Bhagwat Joshi , Delhi

Dear Bhagwat,

**Subject: Offer Letter** 

This is with reference to your application, based on the information provided by you and the discussions held, we are pleased to invite you to work with us as **Helpdesk Engineer-L1**. The joining date will be **03 August 2023**.

Please send us the acceptance within 24 hours of receipt of this letter.

Your total cost to company will be **INR 400,000/- PA.** The remuneration, allowances and other payments, benefits and Tax deduction will be governed by the statutory provisions in force from time to time.

A detailed Employment Agreement will be issued to you after you have joined the company. The important clauses of your agreement are as mentioned below

- You shall sign the service agreement for 24 months.
- Notice period during probation will be 30 days and after the completion of probation will be 60 days where employee can terminate this engagement on providing a written notice (emails permitted) of 60 days.
- In the event where employee gets promoted from L1 to L2 before the end of 24 months, the service agreement will stand null, and void and notice period of 90 days shall apply from the date of promotion.
- The employee will only be eligible for any pending wages, emolument, benefit, experience certificate, relieving letter in the eventuality of compliance with 90 days' notice period.
- The company reserves the right to terminate your services during or at the end of probation period without giving a month's notice, if the employee is found incompetent for the position, undisciplined or for any other reason.
- In case of eventuality of non-compliance with 60 days' notice period employee will refund the most recent two months of salary to the Employer.
- Medical insurance of Rs 3 lacs will be provided which covers spouse and 2 kids. Company reserves the right to modify benefit programs and plans time to time as it deems necessary. Benefits are not encashable.



HRD/2T/1002116414/21-22

Mr. Varun Bhandare Flat No.409, Ramacity Purna Road, Nanded Nanded-431605 India

Ph: +91-8788621838

Dear Varun,

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

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

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

05-Feb-2022

Dattatray Gulabrao Giri

C10781398

N.D.31, 28/05, basweshwar nagar, hudco, nanded

Subject: Offer of Employment ("Offer")

#### Dear Dattatray,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Dec 2021 1

Candida	te's	Signature	



#### **OFFER LETTER**

Name of the Employee: **Devanand Mamilwar** 

Telephone: +91 7385030388

Email: amolmamilwar@gmail.com

#### Dear Devanand,

This has reference to your application and subsequent series of interviews with us. We are pleased to offer you an appointment with us as "SEO Associate" Terms and conditions of your employment are as follows:

a. Your Position: SEO Associate

b. Your Senior/Reporting Manager: Akash Anand

c. Location: Kharadi, Pune

d. Hours of work: 9 Hours, Rotational

**e.** Reporting Date: **03-07-2023** 

Salary and Allowances: Monthly Salary Break-up

Components	Monthly	Annually
Basic	8,000	96,000
House Rent Allowance	1,600	19,200
Conveyance Allowance	1,280	15,360
LTA	1,280	15,360
Medical Allowance	1,120	13,440
Lunch (reimbursement)	1,280	15,360
Special Allowance (Productivity, Attendance, Disciplinary,Uniform)	1,440	17,280
Gross	16,000	1,92,000
PT	200	2,500
Net Pay	15,800	1,89,500





**Offer: Computer Consultancy** 

Ref: TCSL/DT20219157908/Chennai

Date: 25/02/2022

Mr. Dnyaneshwar Ananda Kawale At NandedSindhi, Nanded, Sindhi Umri Nanded-431805, Maharashtra. Tel# -

Dear Dnyaneshwar Ananda Kawale,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

#### **COMPENSATION AND BENEFITS**

#### **BASIC SALARY**

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

TCS Confidential TCSL/DT20219157908

#### TATA CONSULTANCY SERVICES

1



Date: 20/06/2020

Emp ID: 160

Dear Dongre Shital Shankar Rao,

Based on your performance and association with the company during 2019-20, we are pleased to revise your compensation for 2020-2021. This will be effective from April 1, 2020 and arrears for April & May 2020 are being paid along with June 2020. Salary Payout.

Accordingly, your revised CTC for 2020-2021.is **INR 5,00,000/-** (Five Lakhs Only) Per annum.

We take this opportunity to thank you for your association and contribution to the company. We hope you will continue your commitment and contribute with renewed dedication for the growth and success of Dark Horse.

With Best Regards,

For Dark Horse Digital Solutions Pvt.Ltd.



Authorized Signatory.

# HRD/2T/1001984552/21-22



Mr. Gagan Deshmukh House No.193 Near Water Tank , Andhrud Nanded-443301 India

Ph: +91-9545026970

Dear Gagan,

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

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



Registered Office : "DHUN BUILDING" 827, Anna Salai, Chennai - 600 002.

Tel: +91 44 2857 2600 Fax: +91 44 2841 4583

CIN No.: U72900TN2011PLC083316

info@cesl.co.in www.cesl.co.in

Ref No:CESL/OL/2023-24/ いての

#### Letter of Appointment

Date: 04-Mar-2024

To

Mr. Gaikwad Chandasingh Vitthalrao

Employee Code: 10001408

Dear Gaikwad Chandasingh Vitthalrao,

We are pleased to appoint you as **Sales Trainee** with effect from **04-Mar-2024**. You will be based at **Hingoli**. You can be transferred or re-located to any other location or client based on company's requirement and will handle the roles and responsibilities that will be set by the Company's customer/client.

You will be paid gross emoluments as detailed in Annexure - A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure - B.

You are currently being deployed as **Area Relationship Executive** reporting to the **Area Relationship Manager** of The India Cements Limited.

Your appointment has been made based on information furnished by you. However, if there is any discrepancy in the documents / certificates or information furnished in the joining forms, we retain the right to review your employment with the company.

Your employment as per this letter is subject to you being medically fit.

Please sign and return a copy of this letter as a token of your acceptance of the same.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to your continuous and strong support in helping us grow our business.

All the best

Yours truly,

[ Amazara

For Coromandel eServices Ltd

**Authorized Signatory** 

Founder Chairman

Ph: No. 02462-252674, Email: nesnanded1950@gmail.com

Poojya Swami Ramanand Teerth Immediate Past Chairman

S. L. C. L. B.L. C.

Padmavibhushan Govindbhai Shroff Chairman

**Dr. Venkatesh Kabde** Vice-Chairman

CA. (Dr.) Pravin Patil Secretary

Sow. Shyamal Patki Joint Secretary

Shri. Praful Agrawal

# NANDED EDUCATION SOCIETY

People's College campus, Sneh Nagar, Nanded- 431 605.

Institutions run by the society:
PEOPLE'S COLLEGE, NANDED.
SCIENCE COLLEGE, NANDED.
PEOPLE'S HIGH-SCHOOL, NANDED.

EST, 1950/BPTACT Reg. No. F/12, 1962 Hyd., Soc. Act.1350 Fasli Regd. No. (32) 1953

Date: 1 1 NOV 2022

Ref: NES/330/2022-23

वाचा : 1. चि.गणेश सुरेशराव कुलकर्णी, नांदेड यांचा नोकरी करीता दिलेला अनुकंपा तत्वावरचा अर्ज.

2. मा.शिक्षण संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे विभाग यांचे पत्र जा.क्र.उशिसं 2022/प्र.क्र.28कुलकर्णी /अनुकंपा/नावि/मवि-2/12225 दि.03.10.2022.

3. मा. सहसंचालक, उच्च शिक्षण, नांदेड विभाग, नांदेड. यांचे पत्र जा.क्र.विशिससं/उशि/नांवि/अनुकंपा/2022-23/4949 दि.20.10.2022.

4.मा.प्राचार्य, सायन्स कॉलेज, नांदेड यांचे पत्र जा.क्र.साकॉनां/2022-23/4238 दि.31.10.2022.

5. संस्थेच्या कार्यकारीणीच्या बैठक दि.04.08.2021 ठराव क्र.06.

## आदेश:-

चि.गणेश सुरेशराव कुलकर्णी यांची अनुकंपा तत्वावर, सायन्स कॉलेज, नांदेड येथे प्रयोगशाळा परिचर या पदावर दि.10.11.2022 पासून सन 09.11.2023 चे शैक्षणिक वर्ष अखेरपर्यंत खालील अटीवर नेमणूक करण्यात येत आहे.

1. त्यांची प्रयोगशाळा परिचर पदावर नियुक्ती तात्पुरत्या स्वरुपाची राहिल.

2. त्यांचे प्रयोगशाळा परिचर पदास मा.विभागीय सहसंचालक, उच्च शिक्षण, नांदेड विभाग, नांदेड यांची मान्यता मिळणे आवश्यक राहिल

3. त्यांच्या नियुक्तीस मान्यता न मिळाल्यास त्यांची नियुक्ती सुरुवातीपासून रद्द ठरली जाईल. त्याकरीता वेगळे आदेश काढले जाणार नाहीत.

4. त्यांना सरकारी नियम व विद्यापीठ नियमानुसार वेतनश्रेणी देण्यात येईल व वेतनाचे बील त्यांचे नियुक्तीस मान्यता प्राप्त झााल्यानंतर काढण्यात येईल.

5. त्यांच्या नियुक्तीस मान्यता प्राप्त होईपर्यंत त्यांना वेतन किंवा इतर भत्ते अथवा अग्रीम देण्यात येणार नाही.

6. त्यांना शासनाचे, विद्यापीठाचे, महाविद्यालयाचे व संस्थेचे नियमाचे पालन करणे आवश्यक राहिल. नियमांचे पालन न केल्यास त्यांची नियुक्ती रद्द करण्याचा संस्थेला अधिकार राहिल.

7. त्यांचे काम आणि वर्तणूक समाधानकारक असणे आवश्यक आहे.

चिटिया स नांदेड एउउचे अनुमी सादी गंहेड नांदेड

प्रत.

्र. चि.गणेश सुरेशराव कुलकर्णी यांना प्राचार्य, सायन्स कॉलेज, नांदेड यांचे मार्फत.

- 2. मा.अध्यक्ष, नांदेड एज्युकेशन सोसायटी, नांदेड यांचे माहितीस्तव सादर.
- 3. मा.विभागीय सहसंचालक, उच्च शिक्षण, नांदेड विभाग, नांदेड.
- मा.प्राचार्य, सायन्स कॉलेज, नांदेड यांचे माहितीस्तव व योग्य त्या कार्यवाहीसाठी.



# PRIVATE AND CONFIDENTIAL

Reference No. - 1384210270 Applicant ID - 4214721

17-Mar-2022

Hrutvik Durgamwar

Dear Hrutvik.

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address

: icicicareers@icicibank.com

Telephone No.

: 022-71872500

Yours sincerely,

ICICI Bank HR Team

Mumbai 400 051, India.

Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com CIN.: L65190GJ1994PLC021012

Regd. Office: ICICI Bank Tower. Near Chakli Circle, Old Padra Road. Vadodara 390 007, India.



4th November 2023

#### **INTERNSHIP LETTER**

We are pleased to offer an Internship to Ms/Mr. Vaishnavi Kulkarni at our organization IT Education Centre in "Mern Stack" for a period of 6 months from 5th November 2023 to 30th April 2024. So by mentioning here the company cannot give confidential data to employees like source code database and other project related things.

The terms and conditions of your Internship with the company are set forth below:

- 1) Subject to your acceptance of the terms and conditions herein, your project and responsibilities during the term will be determined by the supervisor assigned to you for duration of the internship.
- 2) You are required to submit the Aadhar Card and Pan Card following the timings from 10am to 3pm from Monday to Friday.
- 3) You are liable to sign this Internship Agreement with our company before you Commence your Internship.
- 4) This would be a clear Internship Agreement and not an employment offer with the IT Education Centre.
- 5) This Internship would not be an paid Internship, so no stipend provided during the Internship period.

Kindly send your acceptance for the terms and conditions by 5th November failing which

We have the right to cancel the Internship. We would like to have you in our team.

**Authorized Signature** 

Reshma Kamthe

Reshma Kamthe IEC | HR Head



www.iteducationcentre.com



3rd Floor, Renuka Complex, D-0,

# Suma Soft Pvt.Ltd.

2<sup>nd</sup> Floor, Westend Icon, Westend Mall Extension, Aundh, Pune-411007. Tel. No. +91 (020) 25425655, 40130400



#### JOINING LETTER

Date: 13-Jul-23

To.

Name: Ashwini Sanjaykumar Swami

Giga Space

Date of Joining: 13-Jul-23 Apprentice ID: E34293

#### Dear Ashwini,

It is our pleasure to welcome you to SUMA SOFT PRIVATE LTD.

With reference to your Interview and subsequent discussions, we are pleased in engaging you as Apprentice in SUMA SOFT PRIVATE LTD at our office on the following terms and conditions:

 It has been agreed and understood that your joining letter is being made for a fixed period of 12 Months that is from 13-Jul-23 to 12-Jul-24. Since your appointment is for a fixed term, you shall neither have a right nor a lien on the job held by you nor shall you claim regular employment even if there is such vacancy for the post held by you otherwise.

During your apprenticeship with the Company, you shall be required to devote the whole of your working time, attention, and abilities to the services of the Company.

- Stipend: Your annual stipend will be Rs.18000/-. Refer Annexure-A for stipend break-up. All other payments/ benefits
  will be governed by the Company's rules as well as statutory provisions in force from time to time.
- 3. Leave Policy: You will be governed by the Leave Policy of the company as published and amended from time to time.
- 4. Working Hours: Working hours will depend on your project and place of posting. You shall be required to work in any shift as per the exigencies of work. You are required to sign a Night Shift Consent Form as per Annexure- C. Working hours may be modified / altered from time to time as per the Customers / Company's business requirements.

Accepted and Agreed

AShwing Sangay Swami Candidates Name & Signature Location: Giga Space

www.sumasoft.com

SS/HR/48 -Joining Letter\_v0.1

Page 1 of 3



Date: September 13, 2021

Ref: LTI/HR/Campus/NE1/2020

Name: Ismail khan

College: Mahatma Gandhi Missions College of Computer Science and Information Technology

#### **OFFER OF EMPLOYMENT**

Dear Ismail khan,

**Welcome** to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

#### **TERMS AND CONDITIONS**

#### 1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

#### 2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

## 3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



April 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

**Work Integrated Learning Programme** Wipro Limited, Dodda Kannelli Sarjapur Road, Bengaluru - 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear AnkushKumar Sadhu,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work **Integrated Learning Program** 

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely, For Wipro Limited,

Aparna Shailen General Manager - Human Resources

**Endorsement** 

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

#### **Terms & Conditions of Scholarship**

#### 1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering Institution / University upon successful completion of



High Performance >>Integrity >>Prevails.

20-Feb-2024

To,

Kamlesh Bhimrav Chavan AT.Naslapur Post: Palaj, TQ.

Bhokar Dist: Nanded Pin Code: 431801

Subject: offer letter

#### Dear Kamlesh

We are pleased to extend this appointment as "Software Developer Intern". Post acceptance of this offer, you will begin your orientation and internship with the Company at Pune Office.

We are pleased to share below details:

- You will be paid stipend of INR 16000/- per month (Rupees Sixteen Thousand only) for Internship duration. Duration of your orientation and Internship is from 19-Feb-2024 to 18-Aug-2023, however your Internship may get extended or discontinued based on the performance.
- 2. Post successfully completion on your Internship and based on your performance, commitment, you shall be offered full time position as an "Associate Software Engineer".

By accepting this offer, you agree, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment mentioned in appendix. 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. The offer and this document stands cancel if not joined on the aforesaid joining date.

During your internship, you will have the opportunity to learn from experienced professionals in the field and gain practical experience that will help you be successful and rewarding. Looking forward to make astonishing career at SunONE.

Please indicate your acceptance of this offer by signing below and returning it. If you have any questions or needing clarification, please contact the undersigned.

For SunONE Technologies Pvt Ltd.



Avinash Arvikar Head HR

I, Kamlesh Bhimrav Chavan have carefully read the above Appointment letter, policies / rules and regulations and the terms and conditions therein have been fully understood and I hereby acknowledge, agree and confirm to the aforesaid terms and conditions and promise to abide by the same.

Signature

Name -

Date – Address – Contact No – Email-AADHAR -



**Offer: Computer Consultancy** 

Ref: TCSL/DT20218897664/Mumbai

Date: 23/12/2021

Mr. Karan Santosh Hamand 327At Post Dongaon Tq Mudkhed Dist Nanded, Mudkhed, Nanded-431806, Maharashtra. Tel# 91-7767828199

Dear Karan Santosh Hamand,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

#### **COMPENSATION AND BENEFITS**

#### **BASIC SALARY**

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

TCS Confidential TCSL/DT20218897664

#### TATA CONSULTANCY SERVICES

1



#### **WELCOME TO WIPRO**

15 March, 2024

Dear karan uttampalle,

Resume ID - 28093233

Welcome to Wipro Limited and congratulations on your appointment as **Associate**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are explained in detail below. Please go through and confirm your acceptance by clicking on "I accept" button on the portal.

Best regards, For Wipro Limited.

Rajeev Menon

Vice President Talent Acquisition

Jasmine PATHANIA at jasmine.pathania@wipro.com.



#### I'I il VA I I . A NI.J QNI IUI,N | IAI.

Reforoi>ce No. - 138433790G Aj>pllcant ID - 5321976

K hcmshutte Dattatrya Maroti

Dear Khcmshette,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed lhe job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. . 022-71872500

Yours sincerely,

ICKI Bank HR Team



May 31, 2023

To, Kiran Shankarrao Patil Gandhinagar

#### Dear Kiran Shankarrao Patil,

With reference to your application and the subsequent interviews you had with us, we are pleased to offer your employment in our client site under the following terms and conditions:

- 1. Your position is designated as IT Executive.
- 2. You will operate from our client **Bhaskaracharya National Institute for Space Applications and Geo- informatics, Gandhinagar.**
- 3. You are required to report at above address not later than June 27, 2023.
- 4. You will be paid a remuneration as per details given below:

CTC of Rs. 30000/- p.m. (Rupees Thirty Thousand only per month) including contribution towards EPF and ESIC if applicable.

- 5. If any declaration given or information furnished by you to the company proves to be false or if you are found to have will fully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation.
- 6. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
- 7. If you want to exit from this assignment you are required to give one month's notice or one month's fees in lieu off.
- 8. Your service can be terminated on the day our contract with BISAG Gandhinagar gets over.



06-May-2024

# **OFFER LETTER**

Dear Krishna Gangadhar Jadhav,

## Congratulations!

With reference to your application, subsequent interviews and discussions, we are pleased to extend to you an offer of employment for the position of MIS Executive at Rissing Moon. We believe that your skills and experiences align well with the requirements of this role, and we are confident that you will make a valuable addition to our team.

Below are the details of our offer:

Start Date: 5th April 2024

Gross Salary: INR 26,000 per month

Probation Period: You will be on probation of 3 months from the date of joining the service. In the event that management is not satisfied with your work or conduct, they have the full liberty to terminate your services with a notice period of 7 days during the probation period.

Notice period: In the event of resignation from your position, you are required to provide a notice period of 2 months prior to termination. During this period, you will be expected to fulfill your duties and responsibilities and assist in the transition process as necessary.

We are excited about the opportunity to welcome you to our team and look forward to your contributions to Rissing Moon.

Yours truly, For Rissing Moon.

Gangh B-

**Authorised Signatory** 



Submit & Print



April 20, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli Sarjapur Road, Bengaluru - 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Akanksha Kurundkar,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely, For **Wipro Limited**,



Aparna Shailen General Manager - Human Resources

F....



# corporate infotech private limited

HEAD OFFICE:

E-81, Sector-6, Noida, Uttar Pradesh - 201301

{0120} 2424 222, 2425 222/333/444/555/666

Ref. No:- CIPL/22-23/LH/21K038

REGD, OFFICE:

A-16, Jangpura Extention, New Delhi-110014

**6** {011}2437 1666/3777/1888

Date: 27th March, 2023

#### OFFER LETTER

Dear Kute Shiv Shankar Santosh,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the role of Network Engineer. You are advised to report for duty at 09:30 AM on Monday, 27th March, 2023 at our client Site. Further HR Team will be helping you in the Onboarding process.

You are further advised to bring the following documents in original at the time of joining for verification and photocopy of the same for submission.

- 1. Proof of Age / Xth Class certificate indicating your date of birth.
- 2. All original education certificates (including technical qualifications) along with photocopies.
- 3. Proof of Identity and address proof.
- 4. 2 Passport Size Photographs.
- 5. Copy of Last Salary Slip (3 Months) if any or bank statement.
- 6. Experience Letter / Relieving Letter / Resignation Acceptance Letter from Last Organization.

NOTE: In case of any deviations in the information provided by you or If you do not report to the office the offer will automatically stand cancelled. This offer stands cancelled if not accepted by 27th March, 2023, end of the day.

You will be confirmed from 1st Day of your joining and will be appointed as a permanent employee and during your employment your notice period would be of 3 months (90 Days), before terminating the employment contract with Corporate Infotech Private Limited.

Your CTC will be Rs. 2,17,768/- Per Annum, with a Gross Amount of Rs. 15,148/- Per Month (that subjects to the Tax Deduction as per Income Tax Law). Any statutory benefits like PF, ESI, Bonus etc. (if applicable), will be paid/deducted as per Policy.

Your compensation details are personal and strictly confidential to you only.

We are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

nfote For Corporate Infetech Private Limited.

Noida

Roshin Bansod Senior Manager- Talent Acquisition

Acceptance of Offer

Name:

0

Signature:

Date:





Capgemini Technology Services India Limited (Formerly known as IGATE Global Solutions Limited) IT 1, IT 2, Airol 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: 2002422** 

Letter of Intent ("LOI")

Dear Laxmikant Tamboli,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Preonboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Cappemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.





#### LETTER OF OFFER

Date 1-Feb-2024

LAXMAN SANDIP MIRASHE C/O ANIYANKUNJU BABY / RAMANI ANIYANKUNJU FLAT - B-102, GREEN ACRES, BLDG NO - 02, WAKADI, SR. NO. 1/10,12 TO 17 & 2/0, Maharashtra - 410206

Dear Laxman,

Following to your interest shown on available position, several round of discussions and personal meeting with RiteSociety Management, we are delighted to offer you the position of Administrator – Front Office under **RiteSociety**, divn. of UNI FinTech Pvt. Ltd.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions under this letter of offer.

Position Title : Administrator – Front Office

Job description : See attached (Annex-1)

Start date : 5-Feb-2024 (Scheduled)

CTC (Total Cost : INR 20,000 p.m.

to Company)

Training Period : NIL

Probation : Six Months

Notice Period : One Month (applicable from joining day) (Without any relaxation)
Hours of work : a minimum of 9 hours per day (Time as per client requirement)

Holiday : As per calendar of client

Basic	Stat Bonus	HRA	Oth Allow	Gross salary	Emplee PF	Emplr PF	Emplee ESIC	Emplr ESIC	Prof. Tax	MLWF Ded	Total Ded	Net Salary (In-Hand)
17,600	1,466	880	54	20,000	Not Opted	Not Opted	150	650 SeSo	200 cic.	12	1,012	18,988

Authorized Signatory

With the signature below, I accept this offer for employment.



#### Offer Letter

Date: Tuesday, June 13, 2023

#### Dear Madhuri Sudhakar Beralikar,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Business Development Associate - Inside Sales** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company") in the **Inside Sales(A)** function subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation, probation and notice periods. As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Monday, June 19, 2023. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Monday, June 19, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

#### Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales(A)
Employment Type	Regular
Work Location	TLPL, Unit No.102, Pentagon 2 and 404, Pentagon tower 1, Magarpatta City, Hadapsar, Pune - 411028

You will be on probation for a period of 90 days from Monday, June 19, 2023. Your joining salary will be INR 200,026.00 per annum, the mentioned per annum value shall be only applicable during your probation period of 90 days or as per extension of the probation period, subject to your performance and potential for the position you have been hired for. The Company reserves the right to extend your probation period should it deem fit.

Subsequent to completion of the probation period (subject to your performance and discretion of the Company), your compensation will be revised as mentioned below (indicative ranges): -

Fixed Compensation: 4 LPA to 5 LPA depending on the city category

Variable Compensation: Upto 3 LPA

Total Annual Cost to Company: 7 LPA to 8 LPA

You are requested to join the services of the Company not later than Monday, June 19, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Reference Number: OF18052021L1 Date: 20<sup>th</sup> May, 2021

OFFER LETTER
Private & Confidential

Dear Mahesh Chavhan,

It is our pleasure to extend the following offer of Trainee employment to you on behalf of **Avatu**, further to the interview and discussions you have had with us.

You are appointed to the position of **Software Engineer – Trainee**. Your appointment is effective from the date of joining which shall be shared with you after successful completion of 3 (Three)

months (Non-Paid) training.

The terms of this offer letter, unless accepted by you as per the terms hereof, do not and are not intended to create either or express and/ or implied contract of employment with Avatu and the Avatu Board of Directors reserves the right to change the terms of this letter unconditionally. Upon your acceptance, as aforesaid, a formal appointment letter would be issued to you at the

time of your joining.

Upon acceptance of this letter of employment you will be required to sign an Employee

Assignment, Non-Disclosure and Non-Competition Agreement with Avatu.

• **Job Description:** The training will be given in multiple technologies but all in top application platforms. Also, depending on upcoming projects, market trends technologies will change. One

should be flexible to learn & grow together. The details will be given at the time of training.

• Salary: During initial training period of 3 months, you will not be paid. For next 3 months you will

be paid INR 22000 per month. After satisfactory completion of the 6 months of training your total

CTC will be INR 3,50,000 per annum

(The details of which are given in the Annexure Below)



Reference Number: OF18052021L1 Date: 20<sup>th</sup> May, 2021

OFFER LETTER
Private & Confidential

Dear Mahesh Chavhan,

It is our pleasure to extend the following offer of Trainee employment to you on behalf of **Avatu**, further to the interview and discussions you have had with us.

You are appointed to the position of **Software Engineer – Trainee**. Your appointment is effective from the date of joining which shall be shared with you after successful completion of 3 (Three)

months (Non-Paid) training.

The terms of this offer letter, unless accepted by you as per the terms hereof, do not and are not intended to create either or express and/ or implied contract of employment with Avatu and the Avatu Board of Directors reserves the right to change the terms of this letter unconditionally. Upon your acceptance, as aforesaid, a formal appointment letter would be issued to you at the

time of your joining.

Upon acceptance of this letter of employment you will be required to sign an Employee

Assignment, Non-Disclosure and Non-Competition Agreement with Avatu.

**Job Description:** The training will be given in multiple technologies but all in top application platforms. Also, depending on upcoming projects, market trends technologies will change. One

should be flexible to learn & grow together. The details will be given at the time of training.

• Salary: During initial training period of 3 months, you will not be paid. For next 3 months you will

be paid INR 22000 per month. After satisfactory completion of the 6 months of training your total

CTC will be INR 3,50,000 per annum

(The details of which are given in the Annexure Below)



# 27 August 2021

Mahesh Wanole Alankar Nagar Purna-431511

# Dear Mahesh,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

# 1. Appointment:

You will be required to join us on **27 August 2021.** (The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

# 2. Code of Conduct:

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.



Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20223619987/Pune/BPS/BTN

Date: 18/11/2022

Ms. Mamta Dilip Solanke Green Park Kalamnuri Hingoli-Nanded Near Petrol Pump Kalamnuri-431702 Maharashtra Tel# 91-7276842504

Dear Ms. Mamta Dilip Solanke,

# Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

## LIFE GOALS. DONE.

# **APPOINTMENT LETTER**

21/02/2023 HO-Pune

To

Ms. MEGHNA SANJAY KHANDRE,

DONGAONKAR COMPLEX ARYAN MACHINERY NEAR COURT SHIVAJI NAGAR MUDKHED DISTRICT NANDED , NANDED, MAHARASHTRA

Unit Code: UUKDA1 Unit Name: East Hub

Subject: Appointment Letter: Insurance Consultant (IC) with Bajaj Allianz Life

# Dear Ms. MEGHNA SANJAY KHANDRE,

# Congratulations!

This has reference to your application & subsequent discussion with us! We are pleased to offer you the post of Insurance Consultant at Bajaj Allianz Life, one of India's leading private life insurers. You are required to report for duties on or before 28/02/2023.

Please find below the terms and conditions of your employment.

- 1. Your Agency Code (IC code) is ABLIC1003265536. **Kindly mention your Agency Code** in all your future correspondences with the Company.
- 2. Sales Manager/Business Development Manager/Agency Development Partner (ADP)/Relationship Manager (RM)/ Premier Business Associate (PBA)/Branch Manager. You shall be attached to the unit of Kailas Mali Sales Manager/Business Development Manager/ADP/RM/PBA/Branch Manager. The Company reserves the right to detach any Insurance Agent(IC) from the unit of the Sales Manager/Business Development Manager/ADP/RM/PBA/Branch Manager specified herein for reasons to be recorded in writing. The Company may attach you with another Sales Manager/Business Development Manager/ADP/RM/PBA/Branch Manager after such detachment. On account of the exigencies of business, the Company may ask you to work with any other Unit of any other Sales Manager/Business Development Manager/ADP/RM/PBA/Branch Manager or any other person the Company deems fit.
- 3. You shall at all times be bound by the Guidelines on Appointment of Insurance Agents, dated 15th April, 2016 issued by the Insurance Regulatory and Development Authority of India ("IRDAI") as well as the Policy approved by the Board of Directors of the Company on appointment of Insurance Agents and all other circular/guidelines/rules/directives applicable upon Insurance Agents, as may be notified/amended from time to time by IRDAI and/or the Company.
- 4. You shall at all times while working as an Insurance Agent (IC) with the company hold a valid identity card issued by the Company for acting as an Insurance Agent (IC). Your functions as an Insurance Agent (IC) shall be as under.
- 5. Your business goals:
- a) You shall solicit and procure life insurance business every year, which shall not be less than the minimum business guarantee norms (MBG norms) prescribed by the Company from time to time. At present, the minimum business guarantee norms prescribed for each agency year is given as part II of Annexure A of this Letter.

B BAJAJ | Allianz (ii)



Date: 18 Aug 2023

Mr ANKET BABURAO DOMBE Mu asola post jawala bajar asola traf aundha hingoli maharashtra 431705 431705

Employee No: 3089879

Dear Mr ANKET BABURAO DOMBE

# **LIMITED TERM EMPLOYMENT CONTRACT**

We are pleased to appoint you in our organization as <u>FOS</u> subject to the following terms and conditions:

You shall be employed by TeamLease Services Ltd under this Contract. The terms of employment is exclusively with TeamLease Services Ltd, as you are recruited by TeamLease Services Ltd for carrying out activities at the SBOSS o any offices or premises of their client as per the sole discretion of the SBOSS. You shall never be deemed to be an employee of our client or their client where you have been deputed under this Contract.

You will with effect from 18 Aug 2023 be deputed to work at SBOSS or any offices/premises of their client for a limited period at any of their locations.

Your services are transferable depending on the Company's business exigency or of our client thus you can be transferred to a location within the territory of India as and when required for rendering the services under this contract.

## **TENURE:-**

The term of your Contract shall be effective & valid from 18 Aug 2023 for a limited period i.e. upto 17 Aug 2024 only.

# **COTERMINUS:-**

Notwithstanding the tenure of this Contract, your services are Coterminus in the event of Company's contract or work allocated to the Company for which you are employed by the Company, terminates before your said contract of service completion.

# **LOCATION:-**

Your initial location of work is <u>Parbhani</u> in one of our client or of their customer's branch or officeor processing centre etc.

# **POSITION:-**

You are appointed as FOS.

# **REMUNERATION:-**

You will be paid a Fixed Sum of Rs. 19500.00/- (Rs. 234000.00/-PerAnnum(Two Lakh Thirty Four Thousand Rupees only PerAnnum)/-) per month subject to deduction of taxes and other statutory deductions.

# **EXTENSION:-**

Unless otherwise notified to you in writing this contract of employment would be valid for a period of one year effective from 18 Aug 2023. This contract may be considered for an extension. The extension of contract period would be considered on fresh terms as agreed between you and TeamLease Services Ltd through a separate mutually executed contract of employment. TeamLease Services Ltd shall inform you in writing of the extension requirements.

<sup>\*\*</sup>This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.\*\*



Kyndryl Solutions Private Limited (formerly known as Grand Ocean Managed Infrastructure Services Private Limited) CIN: U72900KA2021PTC142940 2nd to 4th Floors, Block D, Embassy Golf Links Business Park, Off Intermediate Ring Road, Domlur

Bengaluru- 560071, India

Dear Jadhav Laxmi Shankar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective May 4, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you



01st February 2023

Ref No: HR/2022/OFF/0569

# **OFFER LETTER**

Mr. Shrikrushna Shinde Location - Hyderabad Email Id – ssshrikrushna636@gmail.com

Dear Shrikrushna Shinde,

With reference to your application and the subsequent discussions held, we are pleased to offer you the position of "Junior Software Developer" for our Software Solutions Business Unit, to be based at Hyderabad location.

# **Remuneration:**

Your annual Cost to the Company (CTC) will be Rs. 2,87,400 /- (Rupees Two Lakh Eighty-Seven Thousand Four Hundred Only). The break-up of the CTC will be as per the Annexure 'A'.

# **Date of joining:**

Your appointment shall commence as on **01**<sup>st</sup> **February 2023**, this offer shall stand withdrawn at sole discretion of the Company.

Your appointment letter, governing the terms and conditions of your employment, will be issued to you on or after the date of your joining subject to your providing the Company with all the necessary testimonials required by it.

This Offer is subject to us receiving satisfactory feedback from the references provided by you at the time of your interview. It is also likely that we conduct Third Party reference check post your joining us and, in the event, these checks reveal negative reports, your services will be terminated with immediate effect without any financial obligation on us.

You are requested to sign a copy of this letter in token of your acceptance of this Offer and return the same to us.

Looking forward to have a mutually beneficial association with you!

Thanking You

For Buzzworks Business Services Private Limited

N. Srivathsan Manager - HR

branch office:

buzzworks business services pvt. ltd. 502-503 shreya house, pereira hill road, andheri (east), Mumbai 400 093

# Accepted By



To,

Shubham Vitthal Patve,

Date:6thJanuary2024

245, at/pst.gaur, Purna, Parbhani, Maharashtra 431511

Sub: - Offer Letter

Dear Shubham,

With reference to your curriculum vitae and subsequent to your successful interview with **Realty Assistant Pvt Ltd**; we are pleased to offer you the position as **Relationship Manager** in our organization. We take pleasure to inform you that your **CTC** will be **Rs. 2,52,000 per annum**.

We believe that your knowledge, skills, and experience would be an ideal fit for our Company. We hope you will enjoy your role and make a significant contribution to the overall success of **Realty Assistant Pvt Ltd**.

We look forward to welcoming you to the family of **Realty Assistant Pvt Ltd**.

Date of Joining: 8th January 2024

Place of Joining: Pune - West

As mentioned, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on **8th January 2024**. In case, you fail to join on the above-mentioned date, the offer will automatically stand rescinded.

You are requested to carry the below mentioned documents at the time of joining:

- 1. All Educational certificates (photocopies).
- 2. Relieving Letter from the last company.
- **3.** Salary Certificate/ Salary slips/ Bank Statement x last 3 months.
- **4.** Experience certificate(s) of last companies.
- **5.** Passport size photographs x 6 copies
- 6. Documents of proof of residence (Permanent & Current)
- **7.** Pan Card & Aadhaar Card copy.

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying to this email as a token of your acceptance of this job offer of employment within 24 hours.

We wish you all the best.

Warm Regards,

Sectal

Sheetal Sircar Vice President Human Resources



## OFFER LETTER

## **CONFIDENTIAL**

### 04/08/2024

Dear Shaikh Samad Shaikh Ismail,

Nanded, Maharashtra, India

Congratulations! With reference to your job application and subsequent discussions with YASH Technologies Private Limited (hereinafter referred to as "YASH/ Company/We/us"), we are pleased to inform you that you have been selected for employment. Please find the below details-

Job Title - Associate Consultant

Job Grade - Grade E1 (E1)

Work Location - Pune-Magarpatta-DC-II

We take this opportunity to thank & appreciate your decision to join us. You are requested to join us on or before 06/10/2024.

Your compensation (Total Cost to Company) would be INR 1100000/- (Eleven Lakh) on the annual basis, which would comprise your salary benefits, and/or any incentives as applicable to you. Please refer to Exhibit I for the Compensation Structure and benefits.

The terms & conditions governing your employment, compensation, and other benefits that you would be entitled to, are stated in the enclosure to this letter. This offer of employment is subject to you fulfilling the Terms of Employment that would be shared as a part of your Onboarding process, on or before the date of Joining.

Upon your joining, you will meet your colleagues, managers, and HR partners. Feel free to let them know what you need to accomplish your new responsibilities.

With us, you can look forward to advancing your career and further developing your expertise as you gather an enriching experience. We are confident that you will add value through your role, and we look forward to a long-term relationship. Wishing you all the success in this new role.

For YASH Technologies Pvt. Ltd.

Abhishek Singh

**Talent Acquisition** 

P.S: Date format to be read as MM/DD/YYYY. Print only, if required.



# PRIVATE AND CONFIDENTIAL

Reference No. - 1384591132 Applicant ID - 4905581

27-Oct-2023

Om Raju THOKAL

Dear Om Raju,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Head Office:

9, Maharashtra Chamber of Commerce Lane, Fort,

Mumbai - 400 001.

Tel.: 2287 6020 Fax: 2283 0182 / 2204 2484 Grams: "FARMERBANK" P. O. Box No. 472

Website: www.mscbank.com e-mail: info@mscbank.com

The Maharashtra State Co-operative Bank Limited

(Incorporating The Vidarbha Co-op. Bank Ltd.)



Date: 12th June 2023

No.HRD&M / Recruitment / 161 / 2023-2024

Regi.No.- 146007422 Shri./Smt. OMKAR CHANDRAKANT UTTARWAR NEAR SWAMI SAMARTH MANDIR MAGANPURA NANDED DIST-NANDED Pin-431602

# Sub :- Grant of "Training facility" as a Trainee Clerk in the Bank.

We are pleased to inform you that your request for giving you training facility as a Clerk has been approved. You can avail of the training facility subject to terms and conditions mentioned hereunder:-

- 1. The duration of training period will be 12 months and the training will be arranged at the Head office and / or any of the branches / offices of the Bank or at the Bank's Training Centers.
- 2. You may report for training to the Joint Manager, HRD&M., 4<sup>th</sup> Floor at the The Maharashtra State Co-operative Bank Ltd., Sir Vithaldas Thackersey Smruti Bhavan, 9, Maharashtra Chamber of Commerce Lane, Fort, Mumbai 400001 before 30 days from the date of this Offer letter. If you fail to report for training before this period, it will be presumed that you are not interested in training and this proposal for your training shall stand withdrawn / cancelled.
- The training facility extended to you will automatically stand withdrawn without any further notice to you after completion of the said training period unless extended for further periods at the discretion of the bank.
- 4 If your conduct, performance, health, attendance etc. is not found satisfactory during the period for training, the facility extended to you will be withdrawn even before completion of the training period of 12 months and you will be informed accordingly.
- During the training period the Bank will pay you Rs.25,000/- (Rupees Twenty Five thousand only) per month to meet your contingent expenses, as Stipend.



Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20245175508/Pune/BPS/BTN

Date: 15/02/2024

Mr. Omkar Gajanan Tokalwad 2-11-292,Manjula Sankul Govardhan Ghat Vazirabad Nanded-431601 Maharashtra Tel# 91-9850408791

Dear Mr. Omkar Gajanan Tokalwad,

# Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,660/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



# **RAP Learning Solutions Private Limited**

Subject: Employment Offer Letter Offer Letter Offer letter Date 19/01/2023

Dear Mr. Omkar Panchal

We are pleased to offer you a position in our organization RAP Learning Solutions Private limited as Junior PHP Developer. This offer takes effect from your date of joining **23/01/2023** till the mutual or voluntarily separation.

As discussed the reporting or joining will remain work from home until the organization decides you to join you physically.

Your compensation package would be as in Annexure A attached. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Organization Code of ethics and values are in Annexure B which will need a signed acceptance from our employees

As per organization policy, the probation period applicable to you shall be of 6 months. You would be posted at the above address. However as and when required, you may be transferred to any of the offices which company setup in future in India or abroad.

During probation, the period of notice required for resignation is 30 days on either side. After probation, the period of notice required for resignation is 2 month on either side.

As an employee of RAP Learning solutions private limited, it is likely that you will work on confidential and or proprietary information related to the operations, products and services of RAP Learning solutions private limited and its clients.

To protect the interests of both RAP Learning solutions private limited and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.

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

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

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

This offer is valid till 22nd of January 2023 If you do not confirm the acceptance, RAP Learning Solutions Private Limited, has the right to withdraw the offer.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Address: Sierra Vista, 102, SR No. 88, Baner Pune

Email: sales@raptechsolutions.com Website: www.raptechsolutions.com Capgemini Ref: 6467047/1480837,

10/12/2022, Paramjeet Kaur Ramsingh Ramgadiya.

Amdura Post Mugat Tq. Mudkhed Nanded, Maharashtra India.

## Confidential

Dear Paramjeet Kaur Ramsingh Ramgadiya,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini ' or 'Company') starting from 12/01/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Software Associate/A3.
- B) You will be required to work at the Company's offices in Mumbai.
- C) You have to report by 9:00 am at Mumbai office, for joining formalities and contact security at the main gate for your entry pass at:

### Address

Capgemini knowledge Park(SEZ),IT3/IT4, Airoli knowledge Park,Thane Belapur Rd, Airoli, Navi Mumbai, Maharashtra - 400708

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 275,006.00 (Rupees Two Lakh Seventy Five Thousand And Six Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

Salil Mathew

Head - Talent Acquisition

The information contained in this message is proprietary and confidential. Copyright © 2022. All rights reserved by Capgemini.



February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli Sarjapur Road, Bengaluru - 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Omkar Pawar.

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely, For **Wipro Limited**,



Aparna Shailen General Manager - Human Resources

**Endorsement** 

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

## **Terms & Conditions of Scholarship**

# 1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech** degree from one of the premier engineering Institution / University upon successful completion of the course.



Date :24 March 2022

Pooja Suryanarayan Bhise

Purna.Parbhani -431511

Purna-431511

**Sub: Employment Letter** 

# Dear Pooja,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Executive** in the **Operations** with **CONNEQT Business Solutions Limited** (The Company) with effect from **24 March 2022** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. **165263.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs **200604.0** This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **24 March 2022**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune - Devi IT** Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- 1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- 2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- 3. PAN Card and Aadhar Card
- 4. Cancelled Cheque



Anise



# एएआई कार्गो लोजिस्टिक्स एण्ड एलाइड सर्विसेस कंपनी लिमिटेड

# AAI CARGO LOGISTICS & ALLIED SERVICES COMPANY LTD. आजादीका



(100% एएआई सहायक / 100% AAI Subsidiary)

CIN: U74990DL2016GOI304348

AAICLAS/CHQ/HR/2023(MTS)/e-210815

15.03.2024

To

Ms. Pooja Vilas Aute D/o Shri Vilas Salwa Maharashatra poojaaute67@gmail.com 9699289839

Subject: <u>Engagement to the position of Assistant ( Security) Fixed Term Contract basis in AAICLAS - reg.</u>

Dear Sir,

With reference to Interaction held on, it is pleased to offer you the position of (Assistant Security) in AAI Cargo Logistics and Allied Services Company Limited (AAICLAS) on Fixed Term Contract Basis for the period of Three years on the following terms & conditions: -

- (a) You will be required to execute and sign the Contract with AAICLAS on non-judicial stamp paper of Rs.100 (Rs. one hundred only). You fixed term contractual engagement will be governed by the terms & conditions mentioned in the said contract.
- (b) Your initial assignment is at the given station, however, you may be required to serve in the Company at any of its offices, in India as per the requirement of the Company.
- (c) The period of one year for the position of **Assistant (Security)** will be treated as probation period. On successful completion of probation period, the period of contractual engagement will be considered for extension for further two years or as the case be, at the sole discretion of the Management of AAICLAS.
- (d) You will be governed by all the rules/policies framed (to be framed) by AAICLAS and its amendment be made from time to time



HDB Financial Services Limited 2nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway, Andheri East, Mumbai - 400069

Tel.: 022 - 7945 5000

Email: hdb.hrcompliance@hdbfs.com

Web: www.hdbfs.com

CIN - U65993GJ2007PLC051028

February 7, 2024

Ref:HDBFS/23-24/HRIC418311/Appt/P42267

Mr.Pradip Jayprakash Ingle, Kale Nivas 162, Prime Apartment, Behind Bharat Videos, Beed-431122

Dear Mr. Pradip Jayprakash Ingle,

# LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

# Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at BEED. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office: Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.



# Kalash Seeds Pvt. Ltd.

Mantha Road, JALNA 431203 (INDIA) Tel.: +91-2482-244000

Email: info@kalashseeds.com www.kalashseeds.com

CIN: U01403MH2011PTC212849

Job Offer Date: - 14/05/2024

HR-OFF-2024-00074 PRASAD MANE maneprasad253@gmail.com 9309733624

Dear PRASAD MANE.

# **EMPLOYMENT OFFER LETTER**

After a careful consideration of your application, we are delighted to offer you the Position of Research Associate in Cell Biology - KSPL Department at Kalash Seeds Private Limited. Kalash Family welcomes you on board. Your placement will be at our Head Quarter Jalna (Maharashtra). You may be required to travel anywhere in India based on the need of the work. Your Formal appointment Letter will be issued after you join Our Organization.

By accepting the job offer, you agree to abide by polices of our company and you have agreed to join on or before **01/06/2024**, Failure to do so may result in withdrawal of your offer. At the time of Joining, you are requested to produce the following documents.

- 1. Photocopies of your educational qualification certificates (please produce the original certificates at the time of joining for verifications purpose).
- 2. Proof of last salary drawn from previous company.
- 3. Age Proof (Birth Certificate / TC).
- 4. Address proof (Photo Copy of Aadhar Card / Driving License, / Passport / Ration Card / Electricity bill).
- 5. Three recent passport size photographs (preferably colour).
- 6. Pan card copy.
- 7. Experience & reliving letter from your current employer if applicable.
- 8. Bank details for salary process (cancelled cheque/ photo copy pass book).
- 9. Previous Company PF/ UAN Number.
- 10. Previous Company ESIC Number.
- 11. COVID vaccination certificate.

Looking forward to a long-term mutually beneficial association Please sign and return the copy of this letter as token of your acceptance. For and on behalf of Kalash Seeds Private Limited

For Kalash Seeds Pvt. Ltd.

Mohnish Shankarpelli General Manager – HR

# **NEILSOFT TECHNOLOGIES**

**Office**: B-204, 2<sup>nd</sup> Floor, Teerth Technospace, Bangalore Mumbai highway, beside Mercedes Benz Showroom,

Date: 19-Mar-2023

Baner, Pune-411045, India.

Email: hr@neilsoft.com, hr.pune@ neilsoft.com

# **Offer Letter**

KISPL/HR/2023-24/1155 To Mr. Prashant Zele

**Sub:-Offer of Employment** 

With reference to your application and subsequent interview, we are pleased to offer you the position of **Java Developer** in **Neilsoft Technologies Pvt. Ltd.** As per the company policy/decision you will be entitled an Annual CTC/Salary of **INR 3,50,000**/

Your Appointment letter will be handed over to you when you join the company & after submission of all documents & you will be required to sign & acknowledge the same. You will be on probation for a period of 6 months from the date of Employment.

The employee confirmation is subject to background verification of the candidate after submission of relevant documents. If background verification is red or orange (not sure or fake Information) will lead to termination of the employee with immediate effect.

Neilsoft Info Solutions has incorporated Sexual Harassment at Workplace (Prevention, Prohibition And Redressal) Act, 2013, also called as POSH. The POSH Act has been enacted with the objective of preventing and protecting employees against workplace sexual harassment and to ensure effective redressal of complaints of sexual harassment. We have zero tolerance policy that sets up a preventive environment for employees within the workplace.

You are requested to report to the office on 21 March 2023.



Ref: TCSL/DT20223257437/2141763/Pune

**Date: 12 March 2024** 

MS. PRATIBHA RAJU MALWATKAR Saikrupa Nivas Opp.Delta, Anna Bhau Sathe Chowk, Nanded, Maharashtra-431602.

**Sub: Joining Letter** 

Dear Ms. Pratibha Raju Malwatkar,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **21st March 2024**, your joining location is **Pune** and work location is **Pune**. You will be assigned a role in a Unit as per business requirements of TCSL.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

If you have participated in TCS pre-joining 'Xplore' learning program, you have a headstart! We appreciate your passion for learning. You are now all set to experience learning through our coveted TCS Initial Learning Program.





#### PRIVATE AND CONFIDENTIAL

Reference No. - 1383888664 Applicant ID - 3804291

30-Aug-2019

Pratiksha Kamble

Dear Pratiksha.

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

You will be placed in Branch Banking at PUNE - KIWALE BRANCH. Your internship would take place at PUNE - KIWALE BRANCH. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma.

The following are the terms and conditions of the appointment.

#### Commencement/Term:

- · You shall be required to join our Bank on 31-Aug-2019 initially as a Trainee.
- · You will be required to complete the on-the-job training for a period of three months immediately on joining.
- On successful completion of the three months' on-the-job training, you will be placed in the grade of Senior Officer in the Bank.
- . In the event of your not successfully completing the on-the-job training as per assessment of the Bank, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn.
- After completion of on-the-job training, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- . On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

#### Remuneration:

- (a) During Training Period
- You will be paid an all-inclusive lump sum stipend of Rs.7,600/- (Rupees Seven Thousand Six Hundred only) per month,
- (b) On successful completion of on-the-job training period as Senior Officer.

Pratikshalamman Kamble. trample



# Kotak Mahindra Bank

Date: 01-DEC-2023 Ref No: 217460

### Preeti Ade

Mira road near gcc, Evergreen society, B wing 204 MUMBAI-401107, Maharashtra, INDIA

### CONTRACT FOR SPECIAL SERVICES

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank limited & **Preeti Ade** and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and **Preeti Ade** has agreed to accept and render services at the Bank's office at **Kotak Mahindra Bank Ltd**, 1288-Mumbai - **Kotak Infiniti-MAH** or at such other location as Kotak Mahindra Bank Ltd may inform. In the course of performance of your contract you may be required to oversee the performance of other or others.

- 1. This contract shall commence from **07-DEC-2023**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **06-DEC-2025** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
- 2. The details of your remuneration are enumerated in Annexure A, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.
- 3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work
- 4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
- 5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.
- 6. This contract is subjected to your providing all documents required by the company. You hereby, represent that on your entering into this contract there are no obligations/actions pending against you which may prejudice your performance of this contract. It is expressly agreed and understood that your contract is liable to be revoked/terminated it it is found at any time during the tenure of your contract that any of the representative information furnished by you to the company at the time of your commencement of contract is found to be incorrect of false.

Kotak Mahindra Bank Ltd. CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21, Zone 4, 2nd Floor, Infiniti Park, Off Western Express Highway, General AK Vaidya Marg, Malad (E), Mumbai 400097, Maharashtra, India.



	Letter of Appointment		
	Date:		
	To,		
	Netra Dalvi		
	Employee Code: CL-0056		
	Dear Netra,		
	Sub: Letter of Appointment		
	We are pleased to appoint you in our organization as Business Analyst. You will be based in our Pune office.		
	Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A		
	You will be paid gross emoluments as detailed in Annexure – B (to be provided later).		
of	Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies documents or		
	certificates given by you as a proof of above we retain the right to review our offer of employment.		
	Employment as per this offer is subject to your being medically fit.		
	Please sign and return duplicate copy of this letter in token of your acceptance.		
th	We congratulate you on your appointment and wish you a long and successful career with us. We are confident at your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your		
pr	ofessional development and growth.		

Yours truly,



Ref: ABL/PLS-2023/457

Date: 21-11-2023

To, Mr. Premanand Champatrao Hatagale S/o Champatrao Hatagale, Airport Road, Gandhi Nagar, Nanded, Maharashtra-431601 Contact No: 8055447358

# Sub: Offer Cum Appointment Letter for employment on a Regular Basis

Dear Premanand.

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as "Support Associate-

IT" in IT Department at Power & Energy Division, RDSS- Nanded, Maharashtra on the following terms & Conditions: -

- 1 You shall be joining at our company on or before 27-11-2023 and your functional reporting will be to Mr. Satyajeet Mohapatra.
- Your salary structure, perquisites, benefits etc shall be as per our discussions as held and finalised at the time of your interview as per Annexure-I attached.
- <sup>3</sup> You are requested to report to Site HR(Mr. Raghib Anwar: 9860541215) on the day of your joining who will complete your joining formalities and induct you to the all Department Heads.
- 4 You will also be eligible at project site economical type of Bachelor Accommodation on sharing basis and Food Subsidy or a fixed allowance as per company policy.
- As per policy matter your Salary will be credited either in saving/salary account of State Bank Of India/ Axis Bank Limited/ Bank of Maharashtra/ IDFC First Bank/ RBL Bank/ Yes Bank. Please inform us your bank account details immediately after joining our organization and in case if you fail to do so then your salary shall not be credited to above bank account till the date of said non compliance.
- 6 Please submit all the documents as per the attached check list and copy of your PAN Card and Aadhar Card also the accepted copy of your letter of resignation or relieving letter of present employment on the day of joining our organization.
- 7 The initial period of probation will be 12 months, but the management reserves the right to extend this period, if necessary. If at the end of the period of probation you are found suitable, your appointment will be confirmed by us in writing. Until your appointment is confirm by us in writing, you shall be deemed to be on probation. Your service can be disassociated without any prior notice or assigning any reason by giving (3) Three months notice in writing by either party or giving (3) Three months pay in lieu of notice by either side.
- 8 We may at our discretion disassociate your service without giving you any prior notice for all or any of the following reasons:
  - a. If you are found guilty of any act or omission which amounts to negligence, misconduct or misbehavior including dishonesty, insubordination, inefficiency etc.
  - b. If you fail to work, honestly, efficiently and effectively to your job.
  - c. If any adverse report regarding your work is reported to us.
  - d. If you commit breach of any of the terms and conditions or stipulations of this employment.
  - e. If you are found guilty of any offense involving moral turpitude under the central or state laws
  - f. If at any time during the period of your employment, you are found unsuitable in terms of performance, work and conduct.
- 9 During the period of tenure of your service you will have to strictly follow the code of conduct policy framed by the management as on date or which may be amended hereafter from time to time and in case of breach of the same your services shall be liable to be terminated without any notice or compensation.
- That you shall not accept any contribution or otherwise associate with the raising of any funds or make any other collection, whether in cash or in kind in pursuance of any object, whatsoever or accept or demand any subscription from any co employee or staff member.
- 11 If you remain absent for seven days or more without first getting your leave sanctioned or without any information to the organization, your services will automatically stand disassociated and notice period salary will be recovered from you from any of your dues or in any other manner.
- You shall be subject to the service rules and regulations as well as the administrative orders of the company in force from time to time and shall obey all such orders and directions as you may receive from your superiors. In case of any dispute on interpretation of any part of this letter of the rules governing your services or otherwise then in all such cases, the decision of the company thereon shall be final and binding. Any dispute in terms of this contract will be subject to the jurisdiction of Nashik court only.
- 13 Your association is being made on the basis of your particulars such as qualifications etc and in case any information as given by you is found false or incorrect, our appointment will be deemed void ab initio and liable for termination without any notice and salary in lieu of notice.



## **Subject: Offer letter**

## Dear Abdul Raheman Anas,

It is my pleasure to extend the following offer of employment to you on behalf of Webvillee Technology Pvt Ltd. Further to the interview and discussions you have had with us. You are expected to join duty on **1st June 2023** from the Client location.

You are appointed to the position of "MEAN Stack Developer", Your cost to the company will be Rs 7,00,000 LPA inclusive of taxes.

You will be on probation for Three (3) months from the date of your joining; however the company reserves the right to extend your probation period at its absolute discretion. Either party can terminate this employment by serving a notice on one month on the other.

The listed documents are to be submitted by today itself i.e. - 30th May 2023:

- 1. Educational certificates
- 2. Experience certificate from previous employers
- 3. Copy of resignation /acceptance letter and relieving letter
- 4. Latest salary slips
- 5. Address proof
- 6. ID proof
- 7. Pan Card
- 8. 3 passport size photographs

Looking forward to a mutually beneficial and long term relationship with you.

Thank you,

For Webvillee Technology

Miss Shweta Joshi

(HR Head)

I agree with the above Condition

Mr. Abdul Raheman Anas











# Mahindra Rural Housing Finance Ltd.

Sadhana House, 2<sup>nd</sup> Floor, 570, P.B. Marg, Worli, Mumbai 400 018 India

Tel: +91 22 66523500 Fax: +91 22 24972741

Ref: MRHFL/February/2022/HRD

Date: February 10, 2022

Mr.Rahul Anil Gore Yavatmal

**SUB: Offer Letter** 

# Dear Mr.Rahul,

We refer to your application and subsequent interviews for the "Executive Trainee" -Collection position in our Company.

Further to the interview, we are pleased to offer you employment as an "Executive Trainee" -Collection Housing in Grade L80 at our WARDHA Office location.

You will be on Probation for a period of SIX months. During this period you will be entitled to the following:

- 1. During the probation period you shall be entitled for leave as per leave policy of the company.
- 2. You will be placed at our WARDHA Office and report to the concerned Manager.
- 3. The Management shall have the right to transfer your service and you will have to work as per the instructions / directions of the Management of the company in any of its divisions / branches / offices / group companies situated in India.

During this period, you will be entitled to the following:

Components	Amount (in INR)
Basic	6667
HRA	3333
Personal Allowance	13879
Monthly Gross	23879
Annual Gross	286552
Annual Benefits	
Provident Fund	21600
Gratuity	3848
Superannuation- Optional	8000
<b>Gross Fixed Annual CTC</b>	320000
Performance Pay (PP)	80000
TOTAL CTC	400000

<sup>\*</sup> Note: The Performance Pay/Incentive of **Rs**. 80000/- **per annum** (estimated based on Superior -3 Rating Performance) would be variable based on performance output.

Regd. Office:

MahindraTowers, 4<sup>th</sup> Floor, Dr. G.M. BhosaleMarg, Worli, Mumbai 400 018

Tel: +91 22 66526000 | Fax: +91 22 24984170/71

www.mahindrahomefinance.com
CIN: - U65922MH2007PLC169791

<sup>\*\*</sup> Allowance as per policies currently in force and subject to change based on individual and company's performance

<sup>\*\*\*</sup> The Superannuation benefit is optional. If an employee chooses not to join the scheme, the superannuation amount will be paid in monthly salary & will be taxable as per prevailing tax rate. The employee has an option to join the scheme later through a separate declaration. Once the employee has joined the scheme it's irrevocable



**Offer: Computer Consultancy** 

Ref: TCSL/DT20217832074/Hyderabad

Date: 26/11/2021

Mr. Rathod Akash Maroti Balunaik Tanda, Chondi, Nanded-431708, Maharashtra. Tel# -7066339021

Dear Rathod Akash Maroti,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

# **COMPENSATION AND BENEFITS**

# BASIC SALARY

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

TCS Confidential TCSL/DT20217832074

# TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021 TCS Care 1



# **Private and Confidential**

Date: February 24, 2023

# Mr. Abhijeet Ramesh Gundle

Delup, Bu, Ardhapur, Nanded, Maharashtra - 431704

# **Internship Letter**

# Dear Abhijeet

We are pleased to offer you position of "Intern Software Engineer" with our organization at our office located in Hyderabad. You will be part of development team and working under direct supervision of a mentor assigned by the Chief Technological Officer.

# The terms and conditions of this offer are below-

- 1. **Training Stipend-** Your training allowance shall be INR. 20,000/- (Rupees Twenty thousand only) per month for the duration of internship.
- Duration of the Internship The internship commences on 01-March-2023 and expires on 30-September-2023.
- 3. **Location** Your present posting is in **Hyderabad India** but you may be required to travel depending on business requirements. However, company reserves the right to transfer you to any of our offices, whether now in existence or to be set up hereafter.
- 4. Working hours Single shift is of Nine (9) hours including 30 minutes break. It would be general shift. Timings will be from 10:00 am to 07:00 pm. However, an intern is required to devote himself/ herself exclusively to the performance of his/ her duties during working hours at his/ her place of employment and such further hours, as are necessary, for the efficient discharge of his/ her duties.
- 5. **Confidentiality** you may **not** at any time during or after the end of internship use or disclose trade secrets or any confidential information relating to TelcoVas and its associated partners, clients, customers, suppliers and concerning company's products, business, it's financial affairs and in particular-
- Details company's product, services, projects
- Details of any contract entered into with TelcoVas
- Employee details, structures, staff compensation



Date: 22 Jun 2023

Mr RUSHIKESH KISHANRAO AMBATWAD SO Kishanaro AmatwadAlegaonAtAlegaon Post

MangalsangviNandedNandedNandedMaharashtra 411057

Employee No: 3044878

Dear Mr RUSHIKESH KISHANRAO AMBATWAD

## **Engagement Letter - Trainee**

With reference to your application to be appointed as Trainee and the subsequent interviews you had with us, we are pleased to appoint you as a Trainee under the Standing Orders of our establishment from 22 Jun 2023 and expire on 22 Jun 2024 subject to the following terms and conditions:

- 1. Your training engagement shall conclude on the 22 Jun 2024 or it can be terminated earlier with a notice period of 15 days or compensation in lieu thereof.
- 2. You will be paid a stipend as per the below annexure per month subject to ESIC Contributions.
- 3. You shall be covered under the Group Medical claim and Group Accident Policies of the Company.
- 4. You will adhere to the instructions of your trainers / mentors and abide by the rules of discipline either existing or enforced from time-to-time.
- 5. Your candidature for appointment in the same department or any other department will be considered on successful completion of the training. There is no guarantee of employment to be given to you if you could not complete the training successfully.
- 6. Any breach or violation of the instructions / rules / will render you to terminate the training engagement.
- 7. You will adhere to punctuality and shall learn the trade/work diligently.
- 8. You will not be entitled to Bonus and other benefits as applicable to regular employees.
- 9. TeamLease reserves the right to conduct background verification through an external agency. For this purpose, TeamLease may share your personal details as voluntarily disclosed by you, with the external agencies. In the event it is found that the details furnished by you is incorrect or you have concealed any material information or your BGV report is negative, your services are liable to be terminated without notice
- 10. The nature of your relationship with TeamLease will be that of contract of service from 22 Jun 2023 and expire on 22 Jun 2024 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
- 11. In the event of discrepancies in your educational documents or negative background verification, company shall have the right to immediately terminate your services without any notice period.
- 12. This Offer Letter is subject to your completion of training and successfully clearing the post training assessment. In the event you do not complete the training or fail the assessment, this Offer Letter shall stand null and void.

<sup>\*\*</sup>This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.\*\*

# **G N SOLUTIONS PVT. LTD.**

Pate Icon, B Wing, 2nd Floor, S. No. 128/1A Paud Road, Pune, Maharashtra, 411 038.

Tel No: +91-20-67214800 www.globalnestsolutions.com

CIN: U65993PN2008PTC132031



14<sup>th</sup> September 2023

To,

Rutuja Chandankar

A/P Shivsadan Nivas, Ambekar Nagar, Bhagya Nagar, Near Saibaba Temple, Nanded - 431605 Maharashtra

**Subject:** DOT NET Training.

Dear Rutuja,

This is to certify that Ms. Rutuja Chandankar has Voluntarily completed her DOT NET Training with G N Solutions Pvt. Ltd. From 17/07/2023 to 17/08/2023.

We wish her every success in her life and career.

Director

Sunita Kulkarni





22-Jan-2022

# Dear Sachin Prakash Kalyan,

B.Sc, Computer Science

Mahatma Gandhi Missions College of Computer Science and Information Technology, Nanded

# Candidate ID - 19873398

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee** 

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-.** This includes an annual target incentive of INR **12,000** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

# Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

- 2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



# COMPENSATION REVISION LETTER (Private & Confidential)

Date: 01-January-2022

# Hi Sachin Joshi (FD00309),

Congratulations for the good year 2021 that we had together. We take this opportunity to applaud your contribution to Fulcrum's success.

In appreciation of your performance and contribution, we are pleased to inform you that your Annual Compensation (CTC) has been revised to **INR 212192**/- **P.A.** with effect from **01-January-2022.** 

The detailed break up of your revised compensation is mentioned in Annexure A. All other terms and conditions of your employment remain unchanged. Kindly note that your compensation details are strictly personal and confidential and should not be disclosed to others.

We value your contribution to Fulcrum's growth and look forward to your continued commitment and support.

Wish you all the best!!

accenture

# Congratulations

22 April 2024

C07280907 Sakshi Suhas Kulkarni Chhatrapati chowk, Nanded

Dear Sakshi Suhas Kulkarni,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title - Packaged App Development Associate

Job Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

## **ANNEXURE AND TERMS OF EMPLOYMENT DETAILS**

Please refer to:

- · Annexure 1 for the compensation and benefits details.
- · Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition Declaration to be submitted by you.
- · Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

# **SALESPIN**



# Salespin

Dear Anirudha Kulkarni,

Welcome to **Salespin.** We are pleased to offer you in the role of **Marketing Expert** at our organization.

Your initial place of Posting will be at Contact Center–Kothrud, Pune. Your joining date is 11<sup>th</sup> September 2023 at 9:30 am at the Salespin office

This is a regular offer letter cum letter of intent.

Please submit the following at the time of your joining, failing which your offer letter stands canceled.

- 1. Previous experience letter
- 2. Attested copy of all Educational Qualifications (SSC, HSC, Degree/Diploma)
- 3. Two passport size photographs & a copy of your PAN Card

The Compensation and Benefits Program applicable to your band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

This is a full-time employment and therefore you shall devote full time to the work of the company and will not be undertaking any direct /indirect business or work, honorary or remunerator except with prior written permission of the management, in each case.

Prior 45 days-notice has to be intimated before resigning from the company.

Residential Address: Your address as given in the application form will be deemed to be correct for the process of sending any communication to you. In case of any change in your address you will inform the management about the same in writing.

- 1. If an employee remains absent for 3 days without any intimation, then he/she would be considered as resigned/terminated from the company until he notifies of the same.
- 2. There should be minimum targets to justify your role after training, which will be decided by the management. If you don't show minimum potential in the first 15 business days, we can terminate without any notice.
- 3. Based on the performance and code of conduct of an employee, Salespin can terminate the engagement without giving any notice period
- 4. If an employee resigns, he or she has to serve the notice period of 60 days else the payment will be deducted accordingly
- 5. Company will not be liable to pay any dues in case of absconding case or not serving the notice period
- 6. No Leaves for the first 3 months





# HRD/IT/21-22/00011115

Mr. SANKET DILIP SOLANKE, Candidate ID-E1807, KARVE NAGAR, PUNE, PH.NO:7276842504 MAR 27, 2024

# Dear SANKET DILIP SOLANKE,

Welcome to Develop Trees!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Develop Trees 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 Develop Trees, 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 learn ability, values and trusted relationships with our clients continue to be the corner stones 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,

**EVP and Head Human Resources-Develop Trees** 

# **DEVELOPTREES**

9D.No-21-17-878,

Malleswariparadise, wardno- 42,

Anjaneya peta 3<sup>rd</sup> line

Amaravathi Road,

Guntur-522007, AP.

Contact: 9888921111

hr@developtrees.com

www.developtrees.com



#### **Private & Confidential**

Date: 30-June-2022 Ref: PTG/IL/2021-22/4340

To, Santhosh ganapat Minmulwar Employee ID: 4340

Designation: Junior software Test Engineer

Sub: Hike Letter

#### Dear Santhosh ganapat Minmulwar,

People Tech Group has been growing manifold towards a greater success story in all its business practices. With its strategic initiatives, it has not only added value (in terms of expanded market reach and services and customer delight) but has set its pace for new business dimensions. This was not an easy task given the market challenges, our change in the strategic direction and where we were in the transformational process during that period. While we need to continue to improve our business performance, its high time to reward you for your hard work through a performance driven compensation structure.

We take the opportunity to thank you for your dedication and commitment towards the organization's performance. Your performance has been noted in the 2021-22 appraisals and in recognition of same, your compensation is being increased with retrospective effect from 01st July 2022. This letter supersedes any other earlier issued letters.

**Congratulations!** Your final performance rating for the year 2021-22 has entitled you a hike amount of **INR 60000**. The detailed pay structure is annexed to this letter. All other terms and conditions remain unchanged as mentioned below.

Details	Amount
COST TO COMPANY (Incl. APLC)	300000

For People Tech Group,

Accepted

Vijayalakshmi VR Operations Head



Ref : HRO/SEB Delhi Date : Jul 14, 2023

Santosh Uttam Waghmare Matashree Niwas, Sai Residency, Pune, Pincode - 411058

**Dear Santosh Uttam Waghmare** 

This has reference to your application and subsequent interview with us, we are pleased to appoint you as Service Desk/Helpdesk Operator.

- 1. Your date of joining would be on/or before 17-Jul-23. The actual date of joining shall be reckoned on basis of submission of all requisite documents as per the offer letter accepted by the candidate. The actual date of joining will be intimated vide e-mail sent by Human Resource Department to the candidate and the same should be acknowledged by the candidate for acceptance.
- 2. This employment is for a fixed term and is subject to the contract of the Company with its end customer, NICSI (hereinafter "Client") including renewals by the Client. The employment would automatically lapse in the event of non-renewal or expiration or early termination of the said contract by the Client. The current contract of Company with the Client is valid until 31st Jan 2026.
- 3. The Management of the Company is within its rights to transfer you for work or loan your services to any other unit/division/department/subsidiary where the Company has an office or branch or unit or site for work either at present or may have any time in future. You will be required to work six days a week based on requirements of the project you are assigned to. The Company reserves the right to call you to attend duties in shifts, Sundays, or holidays in case of exigencies.
- 4. You are entitled to the compensation as mentioned in **Annexure I** only. Notwithstanding anything to the contrary contained in the contract herein, you will not be entitled to any other additional benefits except those mentioned in **Annexure I**.
- 5. Your employment may be terminable during the period of the employment term:
  - i. either by the company or by you after giving two months' notice or remuneration in lieu thereof, any time before the completion of period as stated above. In case of earlier termination of the employment, no compensations, wages or damages for the unserved period of employment shall be payable by the Company.
  - ii. By the Company without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term 'misconduct' in case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, any act of indiscipline, breach of Client or Company policies, inefficiency or lower performance as compared to other employees of your category.
- 6. Your appointment is being made on the basis of your particulars such as qualifications, experience etc. as given by you in your application and in case any information as given by you is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.
- 7. Your duties will include efficient, satisfactory, and economical operation in the area of responsibility that may be assigned to you from time to time. As an individual working in this Company, you will maintain a high standard of loyalty, efficiency, integrity, and will liaise with other employees of the Company.
- 8. You will devote your full time and attention to the interests of the company and will not engage yourself, directly or indirectly, in any other work either paid or in honorary capacity.
- 9. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. In case there is any change in your residential address, you will intimate the same in writing to your Supervisor/HR within three days from the date of such change and get such change of address recorded.
- 10. We provide support to our global customers from various locations in India to suit customers' needs on



Code: 1000074270\ G2

May 16 2023

Savin Balaji Rayewar Emp No. 1000074270

Dear Savin,

#### Congratulations!!!

We are pleased to recognize your performance during your training period May 24 2022- to May 23 2023 and in recognition of the same, revise your compensation effective May 24 2023. The Annexure to this letter details the components of your compensation.

- 1. The Annexure to this letter details the components of your compensation. Your compensation is strictly confidential and we expect that you maintain the confidentiality of the same at all times.
- Increments are not automatic but will be based solely on your performance as evaluated through performance appraisal system or any other mechanism as the Company may deem fit for the purpose of deciding the same.
- 3. The notice period for severance will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the discretion to release you earlier than three months would be solely with the management. Similarly, the Company can terminate your services by giving you three months' notice or salary thereof. The Company may, however, terminate your services at any point in time on disciplinary grounds.
- 4. Your designation is merely indicative of the responsibilities which you are required to carry out. The Company shall be entitled to advise you, at any time, to perform any other administrative, managerial, supervisory, or other functions as per business needs and you will be bound to carry out such functions.
- 5. You will observe the work timings/holidays as applicable to your place of posting and as amended from time to time. Further, you should be prepared to work on any shifts, may be warranted by the Company/client's work requirements.
- 6. You will assign to the Company the right, title and interest in any invention or improvement that you may make solely or jointly in the course of your training period and subsequent employment which may be relating to the products/services marketed, based, developed and you will perform any acts, execute such documents without expenses to you, which in the judgment of the Company, may be needful or desirable to secure to the Company patent protection and any/all rights relating to invention or improvement.
- 7. The Company may nominate you to attend trainings that might involve a considerable cost. Similarly you may be deputed to client's site to gain knowledge and utilize the same to execute projects in India/abroad. In view of this you will be expected to serve the Company, on completion of the training/knowledge transfer, for a specified period as required by the Company.





Offer: Computer Consultancy Ref: TCSL/DT20153129810/Pune

Date: 30/10/2015

Ms. Sayli Upendra Sakle Sakle HousePusad Road, Sai Nagar, Umarkhed-445206, Maharashtra. Tel# 91-9423701636

Dear Sayli Upendra Sakle,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential TCSL/DT20153129810

1



Offer: Computer Consultancy Ref: TCSL/DT20153129810/Pune

Date: 30/10/2015

Ms. Sayli Upendra Sakle Sakle HousePusad Road, Sai Nagar, Umarkhed-445206, Maharashtra. Tel# 91-9423701636

Dear Sayli Upendra Sakle,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential TCSL/DT20153129810

1



### OFFER LETTER

#### Mr. Shaikh Hannan Nisar

Shaikh Nisar, House No 114, Haitaipura Khandhar, Kandhar, Nanded, MH 431714

Date: 28 December 2022

#### Dear Hannan.

Yantra Tech Innovation Lab Pvt. Ltd. (the Company) is pleased to offer you employment with us on the following terms and conditions.

This offer is subject to and will be governed by the terms and conditions of employment as mentioned in the Employee Handbook. Management reserves the right to amend the Employee Handbook as deemed in the best interest of the company. All terms and conditions mentioned in the Employee Handbook would be in immediate effect from the date of the latest version release. All employees need to familiarize themselves with the clauses mentioned in the Employee Handbook and are expected to align with the policies detailed therein.

- 1. **DESIGNATION:** You will be designated as **Executive-Talent Acquisition.** During your tenure with the Company, you are expected to discharge your duties with sincerity. The Company may, at its discretion, assign other duties to you, which in the opinion of the Company, are in your capacity to discharge, and you will undertake to carry out the same.
- 2. **DATE OF JOINING:** You will join us no later than **02**<sup>nd</sup> **Jan 2023.** If you do not report to work within five business days of the joining date, this offer letter stands cancelled.
  - **3. DOCUMENTS**: You shall produce at the time of starting employment the following documents to the Company.
    - a. Copies of your Educational Certificates,
    - **b.** Copy of the relieving / resignation letter from the last employer,
    - c. Work Experience details (supporting details),
    - **d.** Form 16 or a salary certificate from the last employer,
    - e. Copy of your Passport (First and Last page),
    - f. Copy of PAN (Permanent Account Number) Card, Aadhar Card
    - g. Current Address Proof



## Kotak Mahindra Bank

Date: 01-DEC-2023 Ref No: 217460

#### Preeti Ade

Mira road near gcc, Evergreen society, B wing 204 MUMBAI-401107, Maharashtra, INDIA

#### CONTRACT FOR SPECIAL SERVICES

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank limited & **Preeti Ade** and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and **Preeti Ade** has agreed to accept and render services at the Bank's office at **Kotak Mahindra Bank Ltd**, 1288-Mumbai - **Kotak Infiniti-MAH** or at such other location as Kotak Mahindra Bank Ltd may inform. In the course of performance of your contract you may be required to oversee the performance of other or others.

- 1. This contract shall commence from **07-DEC-2023**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **06-DEC-2025** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
- 2. The details of your remuneration are enumerated in Annexure A, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.
- 3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work
- 4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
- 5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.
- 6. This contract is subjected to your providing all documents required by the company. You hereby, represent that on your entering into this contract there are no obligations/actions pending against you which may prejudice your performance of this contract. It is expressly agreed and understood that your contract is liable to be revoked/terminated it it is found at any time during the tenure of your contract that any of the representative information furnished by you to the company at the time of your commencement of contract is found to be incorrect of false.

Kotak Mahindra Bank Ltd. CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21, Zone 4, 2nd Floor, Infiniti Park, Off Western Express Highway, General AK Vaidya Marg, Malad (E), Mumbai 400097, Maharashtra, India.



### OFFER LETTER

#### Mr. Shaikh Hannan Nisar

Shaikh Nisar, House No 114, Haitaipura Khandhar, Kandhar, Nanded, MH 431714

Date: 28 December 2022

#### Dear Hannan.

Yantra Tech Innovation Lab Pvt. Ltd. (the Company) is pleased to offer you employment with us on the following terms and conditions.

This offer is subject to and will be governed by the terms and conditions of employment as mentioned in the Employee Handbook. Management reserves the right to amend the Employee Handbook as deemed in the best interest of the company. All terms and conditions mentioned in the Employee Handbook would be in immediate effect from the date of the latest version release. All employees need to familiarize themselves with the clauses mentioned in the Employee Handbook and are expected to align with the policies detailed therein.

- 1. **DESIGNATION:** You will be designated as **Executive-Talent Acquisition.** During your tenure with the Company, you are expected to discharge your duties with sincerity. The Company may, at its discretion, assign other duties to you, which in the opinion of the Company, are in your capacity to discharge, and you will undertake to carry out the same.
- 2. **DATE OF JOINING:** You will join us no later than **02**<sup>nd</sup> **Jan 2023.** If you do not report to work within five business days of the joining date, this offer letter stands cancelled.
  - **3. DOCUMENTS**: You shall produce at the time of starting employment the following documents to the Company.
    - a. Copies of your Educational Certificates,
    - **b.** Copy of the relieving / resignation letter from the last employer,
    - c. Work Experience details (supporting details),
    - **d.** Form 16 or a salary certificate from the last employer,
    - e. Copy of your Passport (First and Last page),
    - f. Copy of PAN (Permanent Account Number) Card, Aadhar Card
    - g. Current Address Proof



## Kotak Mahindra Prime

29-April-2022

Shankar Mallesh Daudod

Applicant ID: D0P7139

Telangana

#### **CONTRACT FOR SPECIAL SERVICES**

This contract for services to be rendered has been drawn up between Kotak Mahindra Prime Limited & Shankar Mallesh Daudod and sets out the terms and conditions under which Kotak Mahindra Prime Ltd. has offered, and Shankar Mallesh Daudod has agreed to accept and render services at the Company's office or at such other location as Kotak Mahindra Prime Ltd may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

- 1. This contract shall commence from 02-May-2022, and shall be for a fixed period of 2 Years commencing from this date. This contract will terminate on 01-May-2024 unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
- 2. The details of your remuneration are enumerated in Annexure A, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Prime Ltd. except the annual remuneration payable during the tenure of the Contract.
- 3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
- 4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
- 5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Kotak Mahindra Prime Limited CIN U67200MH1996PLC097730

Kotak Infiniti, 6th Floor, Building No. 21, Infinity Park Off Western Express Highway General A K Marg, Malad (E), Mumbai - 400097, India.

Registered Office: 27 BKC, C 27, G Block, Bandra Kurla Complex,

Bandra (E), Mumbai - 400 051, India



#### **OFFER LETTER**

11/08/2022 Aaseya/11457

Shekh Asad Khaja

Dear **Asad**,

Congratulations!

With reference to our discussion in respect of your interest in Aaseya IT Services Private Limited (hereinafter referred as "Aaseya/Company/Organization") our organization & subsequent interview (s) with us, we are pleased to offer you employment in the position of **Associate Trainee** at grade **AT** in our organization.

You are requested to join us on or before 11/14/2022.

The general terms & condition governing your employment, compensation and other benefits that you would be entitled to are stated in the enclosure to this letter.

We look forward to have you with our team by the date mentioned above. We are sure that you'll have a bright career with our company.

Please let us know in case of any further questions.

For Aaseya IT Services Pvt. Ltd.

Laveena Nabar

**Human Resources** 

P.S: Date format to be read as MM/DD/YYYY. Print only, if required.



HRD/2T/1000852933/20-21

January 28, 2021

Mr. Shivam Suresh Naradwar Line Galli Degaon Road, Degloor, Nanded-431602 India

Ph: +91-9730422733

Dear Shivam.

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

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



## OFFER LETTER

City: Hyderabad. Date:08-06-2023

Dear Shivani,

As a part of this quest, we are pleased to offer internship with us and your work location will be in Hyderabad which starts from June 09<sup>th</sup> 2023 for the period of 2 months.

As we discussed during the interview process the stipend is completely depends on the performance basis.

We are looking forward to welcoming you as a new employee at Girus Technologies india pvt ltd.

#### **COMPANY POLICY**

By accepting this offer you agree to perform all the responsibilities assigned to you with care and diligence and incompliance with the management norms.

- You are also required to substantially you all of your time and efforts to perform these tasks during businesshours (9 hours) inc: lunch break.
- During your working period the company will have all the rights to terminate your services without offering anyreasons.
- The package or salary discussion on the floor will be confidential and you will receive the termination letter if disclosed to other.
- Official communication either within the company or outside the company should be through the official mail.

#### **ANNEXURE**

Particular documents should be submitted in the office (HR Department )

- 1. Professional educational certificates and mark sheets.
- 10th standard, 12th standard, graduation, post graduation other relevant educational or skills certificates.
- 2. Two passport size photos, pan card, voter id or driving license.
- 3. Bank account details, bank front page Xerox

NOTE: All these above mentioned documents Xerox should be submitted to the HR department at the time of joining.

SIGNATURE:	HR/GM
(Candidate signature)	T.Sai Krishna

3rd Floor, Sreeji Towers, Sardar Patel Rd, above Woodlands Showroom, Begumpet, Hyderabad, Telangana 500016

## HRD/2T/1002136923/21-22



Mr. Shivshankar Dange 7 Bhavitavya Nagar Malegao Road,Nanded Nanded-431605 India

Ph: +91-7083785835

Dear Shivshankar,

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

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



Ref No: 25878734 11-Aug-2023

Shrikumar Ranjit Hambarde



Dear Shrikumar.

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 215,001**. 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 18-Aug-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.

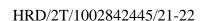
For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Shibu Balakrishnan

AVP - HR

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

Signature: Date:





February 4, 2022

Shrushti Sangamnath Bachhe Guru Nagar Near Mgm College Nanded Nanded-waghala-431605 India

Ph: +91-9673263305

Dear Shrushti,

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

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



#### **APPOINTMENT LETTER**

23 January, 2024

Dear Shubham Puri,

Resume ID - 27859147

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

#### 1. Place of Employment and Timing:

- 1. Your initial place of work will be at IN-MH-Pune. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 2. You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

#### 2. Compensation and Benefits:

- 1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 85920**. Other allowances / reimbursements as due to you are detailed in Annexure I.
- 2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

#### 3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

## **OFFER LETTER**



Date: 10th September 2023

Dear Shweta Balajirao Lokhande,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with NeuAl Labs.

Further to our discussion, we are delighted to extend you an offer. This offer is based on your profile and performance in the selection process.

Designation: Data Scientist Intern

Location: Bavdhan, Pune, Maharashtra.

Start Date: 15th September 2023

Duration: 4-6 Months

Stipend: No Stipend.

#### Job Summary:

As a Data Science Intern, you will have the opportunity to gain hands-on experience in the field of Artificial Intelligence. You will work closely with our experienced Data scientist to learn and contribute to the development of cutting-edge technologies. This role is ideal for individuals looking to kick-start their career in the Artificial Intelligence.

#### Key Responsibilities:

- 1. Training and Learning: Participate in training programs and workshops to build a strong foundation in Data science.
- 2. Basic Python: Learn and get trained in Python
- 3. Data Cleaning and Pre-processing: Assist in collecting, cleaning, and organizing data from various sources. Use data pre-processing techniques to ensure data quality and consistency.
- 4. Exploratory Data Analysis (EDA): Perform exploratory data analysis to understand the dataset's characteristics, trends, and outliers. Visualize data using tools like Matplotlib, Seaborn, or Tableau.
- 5. Machine Learning: Assist in developing and implementing machine learning models for various tasks, such as classification, regression, clustering, or recommendation. Work with Python libraries (e.g., Scikit-Learn, Tensor Flow, Py Torch) to build and evaluate models.



#### HRD/2T/1000852868/20-21

January 28, 2021

Ms. Shweta Sanjay Sanganwar At. Post Sahyaog Nagar, Naigaon, Naigaon-431709 India

Ph: +91-9158175695

Dear Shweta.

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

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



(A Hitachi Group Company)

5th September 2022

Ref: HR/2022/09/06

To,

Akash Sirsat, Bhumkarnagar, Norhe, Pune, Maharashtra – 411041.

#### OFFER LETTER

Dear Mr. Akash Sirsat,

With reference to the Personal Interview you had with us, we would like to make you an offer for the position of **Associate Software Engineer** at our Pune office and you will be joining us on or before 3<sup>rd</sup> **October 2022**.

We have an extremely challenging career path designed for you with an equally matching compensation. You will be paid a Gross salary of ₹ 66,667 per month (₹ 8,00,004 per annum).

Matters related to the remuneration are strictly personal & confidential between the appropriate party (the Employee) and the Company, shall be treated as such and if disclosed to anybody else shall be considered as Breach of Employment Terms and thus, an appropriate action shall be taken against the appropriate party which may include termination from service.

The period of ninety days from the date of joining shall be the probation period. Thereafter, your services may be confirmed provided your performance is satisfactory. The period of probation may be extended if deemed necessary.

In case any information shared by you prior to/during your appointment, is found to be false/unsatisfactory, legal action may be initiated against you which may include criminal complaint and/or termination from service.

Your date of appointment is effective from the date of your joining.

This offer is valid for a period of 7 days from the date of offer.

All disputes / differences arising out of or in connection with your offer / employment with the company and / or this letter of offer shall be subject to the exclusive jurisdiction of the appropriate courts at Pune only.

sten

Wishing you a bright and prosperous career.

For Cumulus Systems Pvt. Ltd.

Charuhas Phadke Managing Director

I hereby accept & acknowledge receipt of this letter and will be joining on

Signature:

Name:

Date:



February 25, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli Sarjapur Road, Bengaluru - 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Soham Deshmukh.

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely, For **Wipro Limited**,



Aparna Shailen General Manager - Human Resources

#### **Endorsement**

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

#### **Terms & Conditions of Scholarship**

#### 1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

#### 2. DURATION:



APPT/Coforge BPS/2024 Date – 21<sup>st</sup> March,2024 Sorge Vinayak Shankarrao Pune

Dear Sorge Vinayak Shankarrao,

Congratulations! We have pleasure in offering you the position of Associate Team Member – Operations.

You will be paid **Monthly Gross Salary of Rs 17,405.** Please report to work on or before **27**<sup>th</sup> **March,2024**, at **09:00 AM** along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedents and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation.

You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by **27**th **March,2024.** 

This offer of employment is valid up to 27th March, 2024, beyond which this will be treated as cancelled.

You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,

For Coforge BPS Pvt. Ltd.

#### Pankaj Khanna Director

- 1. Salary break-up sheet Documents/things required at the time of joining Coforge BPS Pvt. Ltd
- 2. Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on				
Name:	Signature:			
Address:_	Phone:			
_	PINDate:			





Date: 24/05/2024

#### **OFFER LETTER**

To, Mr. Sourabh Bhandari, Shivaji Nagar, Nanded, Maharashtra

#### Dear Sourabh,

This is with reference to your interview; you have been selected for the position of **Trainee Support Executive** for the Vashi location.

You are requested to join on or before **27**th **May 2024** at 9:30 am.

Your CTC will be as mentioned below and the benefits applicable to this position are as follows:

- 1. Monthly Gross: Rs. 16,000/- P.M
- 2. Travelling Allowance Rs. 300/-P.M
- 3. LTA Rs. 7,000/- (after completion of 1 year)
- 4. 21 Paid leaves (after the completion of the probation period)

The amount of PF, PT, or any other government taxes will be deducted from your above gross.

We need the following details from you at the time of joining, details as follows:

- 1. Educational proof: All certificates
- 2. Police Verification Certificate (Online process)
- 3. Medical Fitness Declaration certificate
- 4. Photocopy of relieving letter from your previous employer's
- 5. Identity proof and residential proof PAN Card, Aadhar Card, Ration Card, Driving License, Electricity Bill
- 6. Three copies of recent passport-size photographs
- 7. Bank Cancelled cheque for Salary
- 8. Stamp Paper 2 (Rs. 100/- each) for NDA & Indemnity Bond.

Thanks & Regards,

#### For Velox Solutions Pvt. Ltd.





#### **Authorized Signatory**



Velox Solutions Pvt. Ltd. 1×, 5+ & 9 Floor, Vashi Infotech Park, Plot No .16, Sector No. 30A, Vashi, Navi Mumbai - 400705.



Tel: +91-22-6673 8684/ 6793 8940

Email: info@velox.co.in CIN NO: U72300MH2012PTC230293









Ref No: 23380216

25-Nov-2022

Sudam Devanna Shennewad



Dear Sudam,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your annual total compensation will be **INR 1,149,996**. This includes an annual incentive target of **INR 45,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 45 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 **28-Nov-2022**.

#### 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"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

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

Signature: Date:



Offer: Computer Consultancy Ref: TCSL/DT20153129810/Pune

Date: 30/10/2015

Ms. Sayli Upendra Sakle Sakle HousePusad Road, Sai Nagar, Umarkhed-445206, Maharashtra. Tel# 91-9423701636

Dear Sayli Upendra Sakle,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

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

TCS Confidential TCSL/DT20153129810

1

#### HRD/2T/1004838008/22-23



Mr. Sudeep Galakatu D98 Ambika Nivas, Samta Nagar, Vasmat Road, Parbhani-431401 India

Ph: +91-9146194428

Dear Sudeep,

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

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



Mahindra Rural Housing Finance Ltd.

Finance Ltd. Sadhana House, 2<sup>nd</sup> Floor, 570, P.B. Marg, Worli, Mumbai 400 018 India

+91 22 66523500 +91 22 24972741 Tel:

Ref: MRHFL/25/10/2023/38206/114844 Date: 25/10/2023

Mr. sumit eklare shree ram nagar, nanded India - 431602

#### SUB: Offer Letter Cum Appointment Letter

#### Dear sumit eklare.

We refer to your application and subsequent interviews for the CASHIER - ACCOUNTS position in our Company Further to the interview, we are pleased to offer you employment as a "CASHIER - ACCOUNTS" in Grade L10-B at our NANDED Office location.

#### The terms and conditions of employment shall be as under:

- Your appointment would be effective from 01/11/2023.
- With effect from your date of joining, you will receive remuneration as per attached Annexure II.
  You will be eligible for Gratuity, Provident Fund, Superannuation and Medical Benefits, for self and family (as applicable), as per the prevailing policies of the Company. The age of Retirement and Superannuation will be 60 years.
- With effect from the date of your employment, you are required to become a member of the Regional Provident Fund Corporation, as applicable.
- 5. Your address as given in the application form will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address, you will inform the management in writing about the same within three days. Any communication sent to your last recorded address will be deemed to have been, duly served upon you.

#### 6. Transferability

The Company may from time to time, station you on deputation, lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies in any other location in India/abroad. Consequent to such transfers, you will be governed by terms and conditions as applicable at the place of posting.

#### 7. Confidentiality

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 unauthorised person within or outside the Company, nor will you unauthorisedly use any knowledge or information in respect of business processes or data (including technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorisedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised 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. 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, computer floppy 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.

#### 8. Conflict of Interest

In addition to the requirements of secrecy and confidentiality, as specified hereinabove, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict 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. either part time or full time on a paid basis. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

#### Probation, Confirmation and Exit

- a. Probation You will be on probation for 6 months period from the date of joining. Probation will be extended by 3 months only once, if you do not meet the confirmation policy parameters
- b. Confirmation You will be confirmed as per the confirmation policy.
- c. Termination / Exit
- The Company will be at liberty to terminate your services as per the existing Exit Policy. In such case, the Company will be at liberty to call upon you not to take up any alternate employment during
- the applicable notice period.

  The Company will also be at liberty to call upon you not to report for work, though you would be on the rolls of the Company for the said period and you would be paid your salary as per your contract,
- iji, In the event you choose to resign from the services of the Company, you will be required to serve for the period of notice of three months. The Company, however, will be at liberty to call upon you not to report for work or even take up any alternate employment during this period, which will be at the sole discretion of the Company. The Company will also be at liberty to pay you three months' notice wages in lieu of notice. However, it will be impermissible for you to waive the shortfall in the notice period by buying the said shortfall period in lieu thereof except with written permission.
- iy. Furthermore, you will not be entitled to either avail or adjust privileged leave (if applicable) in your account against the notice period.

Regd. Office: MahindraTowers, 4<sup>th</sup> Floor, Dr. G.M. BhosaleMarg, Wodi, Mumbai 400 018 Tel: +91 22 66526000 | Fax: +91 22 24984170/71 CIN: - U65922MH2007PLC169791

**Mahindra FINANCE** 

# kotak°

## Kotak Mahindra Prime

08-May-2023

#### **Sunil Kerba Chintale**

Applicant ID: D0TW5083

Maharashtra

#### **CONTRACT FOR SPECIAL SERVICES**

This contract for services to be rendered has been drawn up between Kotak Mahindra Prime Limited & **Sunil Kerba Chintale** and sets out the terms and conditions under which Kotak Mahindra Prime Ltd. has offered, and **Sunil Kerba Chintale** has agreed to accept and render services at the Company's office or at such other location as **Kotak Mahindra Prime Ltd** may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

- 1. This contract shall commence from **11-May-2023**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **10-May-2025** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
- 2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Prime Ltd. except the annual remuneration payable during the tenure of the Contract.
- 3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
- 4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
- 5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Kotak Mahindra Prime Limited CIN U67200MH1996PLC097730 Kotak Infiniti, 6th Floor,

Notak Illillit, Bil Flool, Building No. 21, Infinity Park Off Western Express Highway General A K Marg, Malad (E), Mumbai – 400097, India. service.carfinan@kotak.com www.kotak.com Registered Office: 27 BKC, C 27, G Block, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051, India.

# kotak°

## Kotak Mahindra Prime

08-May-2023

#### **Sunil Kerba Chintale**

Applicant ID: D0TW5083

Maharashtra

#### **CONTRACT FOR SPECIAL SERVICES**

This contract for services to be rendered has been drawn up between Kotak Mahindra Prime Limited & **Sunil Kerba Chintale** and sets out the terms and conditions under which Kotak Mahindra Prime Ltd. has offered, and **Sunil Kerba Chintale** has agreed to accept and render services at the Company's office or at such other location as **Kotak Mahindra Prime Ltd** may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

- 1. This contract shall commence from **11-May-2023**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **10-May-2025** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
- 2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Prime Ltd. except the annual remuneration payable during the tenure of the Contract.
- 3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
- 4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
- 5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Kotak Mahindra Prime Limited CIN U67200MH1996PLC097730 Kotak Infiniti, 6th Floor,

Notak Illillit, Bil Flool, Building No. 21, Infinity Park Off Western Express Highway General A K Marg, Malad (E), Mumbai – 400097, India. service.carfinan@kotak.com www.kotak.com Registered Office: 27 BKC, C 27, G Block, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051, India.

## NEOTEC ENTERPRISES LIMITED

12th-June-2023

#### Swapnaja Sunil Budkewar Nanded

#### **LETTER FOR OFFER OF APPOINTMENT**

#### Dear Ms. Swapnaja Sunil Budkewar,

With reference to interactions, you had with us, we are pleased to offer you employment in our organization, on the terms and conditions, mentioned herein in this letter for offer of appointment below: -

Grade / Level : E1

Designation: ExecutiveDepartment: SalesLocation: Nanded

Fixed Cost to Company : Rs. 2,42,689/- per annum (Rs. Two Lakhs Forty-Two Thousand Six

**Hundred and Eighty-Nine Only)** 

Date of Joining : On and Before 12<sup>th</sup> June, 2023

#### 1. DATE OF JOINING / APPOINTMENT

This appointment will commence from your date of joining, which should not be later than 12<sup>th</sup> June 2023 if you indicate your acceptance to the same by signing and returning in duplicate a copy of this letter duly signed by you. If no reply is received within 3 days from the date of this letter, this offer shall be treated as cancelled.

In case, you have any objections to the terms and conditions of this letter, the same should be communicated to us prior to your acceptance, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The appointment date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the place of posting on or before the above date of joining along with copies of self-attested documents as mentioned below: -

- a) Signed Curriculum Vitae (CV).
- b) Copy of the educational qualification certificate (10<sup>th</sup>, graduation and/or Highest Qualification).
- c) Work Experience Certificate and Relieving Letter (Previous employer).
- **d**) Four (4) Passport size photographs.
- e) Copy of Address proof/Passport.
- f) Copy of PAN Card.

#### NOTE:

Submission of the above documents is mandatory and failure to submit any one or all of these documents may be termed as disqualification to the proposed appointment.

If you are not an Indian Citizen, additional documents shall be mandatory in support of your candidature and eligibility, as per the prevailing law of India in this regard.

Please ignore, if you have already submitted the above-mentioned documents.

#### 2. DESIGNATION

You shall be designated as Executive.



Ernst & Young LLP 11th to 17th Floor, The Ruby 29, Senapati Bapat Marg Dadar (West) Mumbai - 400 028, India Phone: +91 22 6192 0000 Fax: +91 22 6192 1000

29 April 2022

Mr. Tejas Abhay Deshpande flat No. 04 Ramkrishna Apartment Nanded, Vishal Nagar Near Pharande Nagar Nanded, Nanded, 431605

## Your Fixed Term Appointment as Project Consultant in Business Consulting PI.

Dear Tejas,

With reference to your application and the subsequent interview you had with us, we offer you fixed term employment for the period of 18 Month(s) wherein your employment with us will come to an end on the expiry of the term specified in this letter. This offer is subject to your consent to the above criteria (viz. fixed term), in an unambiguous and unconditional manner.

In addition the subject position in our Organisation is offered as per the following terms and conditions:

#### 1. JOB TITLE

You shall be designated as Project Consultant in HR Band 6.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

#### 2. ANNUAL COMPENSATION

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the firm on any item of your remuneration and/or perquisite is INR 5,50,000 per annum (Rupees Five Lakh Fifty Thousand Only). A typical break up is provided as an Illustration in the Annexure to this letter.
- b. Any additional payout other that the remuneration laid down in clause 2(a) above shall be the sole prerogative of the management and does not entitle you to any right to claim in respect thereof.

D 4 CO

April 11, 2022 Offer Letter

Mr. Vaibhav N Yadav 174,Swapna apartment Second floor, near viveka hospital Nagpur – 440022 Maharashtra India

#### **Dear Vaibhav**

We are pleased to offer you the position of "Software Engineer" with our organization subject to the terms and conditions as below. You will be required to work in any of our Offices/Customer's Sites as may be decided by the management. You are requested to join on or before April 21, 2022

- 1. **COMPENSATION & BENEFITS:** Please refer to Annexure A for the details as applicable to you.
- 2. **LEAVE AND LEAVE ENCASHMENT:** You will be entitled to leave and leave encashment in accordance with and subject to the Company's rules.
- 3. **PERSONAL ACCIDENT INSURANCE:** You would be provided an accidental insurance coverage of Rs. 100000/-
- 4. **GUEST HOUSE FACILITY:** As per the rules of the company and subject to the discretion of the management, shared guest house facility could be provided to you outside your city of joining. (Applicable for Bachelors Only)
- 5. **SERVICE AGREEMENT:** You are required to execute a service contract, as per the rules and regulations of the company, at the time of joining the Company. As per the service contract, you are required to work with ESS for a minimum period of 2 years, otherwise you are required to pay Rs. 1,50,000/- to partially cover the cost of training imparted to you or the time/money invested on you.
- 6. **PROBATION/ CONFIRMATION:** You shall be on probation for a period of three months during which, you will be working as a trainee. Training which will be imparted to you could be either classroom training or on-the job training. The training period could be extended beyond 3 months at the discretion of the management.

On successful completion of training period, you will be confirmed by express communication, or could be deemed as a trainee even after completion of your training period or extended training period.
I hereby accept the offer on the terms and conditions set out in this letter and by my signature hereto I bind myself to abide by these.
Name:
Signature:



Regd Off .: B-65, SECTOR-63 NOIDA - 201307 (U.P.) INDIA PH.: (91-120) 4212931-39 FAX : (91-120) 4212930 Email: marketing@ebizframe.com Website : www.ebizframe.com CIN: U72200UP1990PTC040910 April 11, 2022 Offer Letter

Mr. Vaibhav N Yadav 174,Swapna apartment Second floor, near viveka hospital Nagpur – 440022 Maharashtra India

#### **Dear Vaibhav**

We are pleased to offer you the position of "Software Engineer" with our organization subject to the terms and conditions as below. You will be required to work in any of our Offices/Customer's Sites as may be decided by the management. You are requested to join on or before April 21, 2022

- 1. **COMPENSATION & BENEFITS:** Please refer to Annexure A for the details as applicable to you.
- 2. **LEAVE AND LEAVE ENCASHMENT:** You will be entitled to leave and leave encashment in accordance with and subject to the Company's rules.
- 3. **PERSONAL ACCIDENT INSURANCE:** You would be provided an accidental insurance coverage of Rs. 100000/-
- 4. **GUEST HOUSE FACILITY:** As per the rules of the company and subject to the discretion of the management, shared guest house facility could be provided to you outside your city of joining. (Applicable for Bachelors Only)
- 5. **SERVICE AGREEMENT:** You are required to execute a service contract, as per the rules and regulations of the company, at the time of joining the Company. As per the service contract, you are required to work with ESS for a minimum period of 2 years, otherwise you are required to pay Rs. 1,50,000/- to partially cover the cost of training imparted to you or the time/money invested on you.
- 6. **PROBATION/ CONFIRMATION:** You shall be on probation for a period of three months during which, you will be working as a trainee. Training which will be imparted to you could be either classroom training or on-the job training. The training period could be extended beyond 3 months at the discretion of the management.

On successful completion of training period, you will be confirmed by express communication, or could be deemed as a trainee even after completion of your training period or extended training period.
I hereby accept the offer on the terms and conditions set out in this letter and by my signature hereto I bind myself to abide by these.
Name:
Signature:



Regd Off .: B-65, SECTOR-63 NOIDA - 201307 (U.P.) INDIA PH.: (91-120) 4212931-39 FAX : (91-120) 4212930 Email: marketing@ebizframe.com Website : www.ebizframe.com CIN: U72200UP1990PTC040910



09-JUL-2019

#### Letter Of Appointment

To, Mr. Vishnunarayan Bhakkad Flat Number 112 / 4th Floor, Behind Real Fresh Mart Vinayak Colony , Kirti Gate, Laxmi Chowk Pune-411057 8855835319

Dear Mr. Vishnunarayan,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/1266726/PUN/Business Process Outsourcing Services/BPA dated 02-Jul-2019 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Process Associate in Grade BPO1 with effect from 09-JUL-2019.

Your Associate number is 1741679.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely, For TATA Consultancy Services Limited

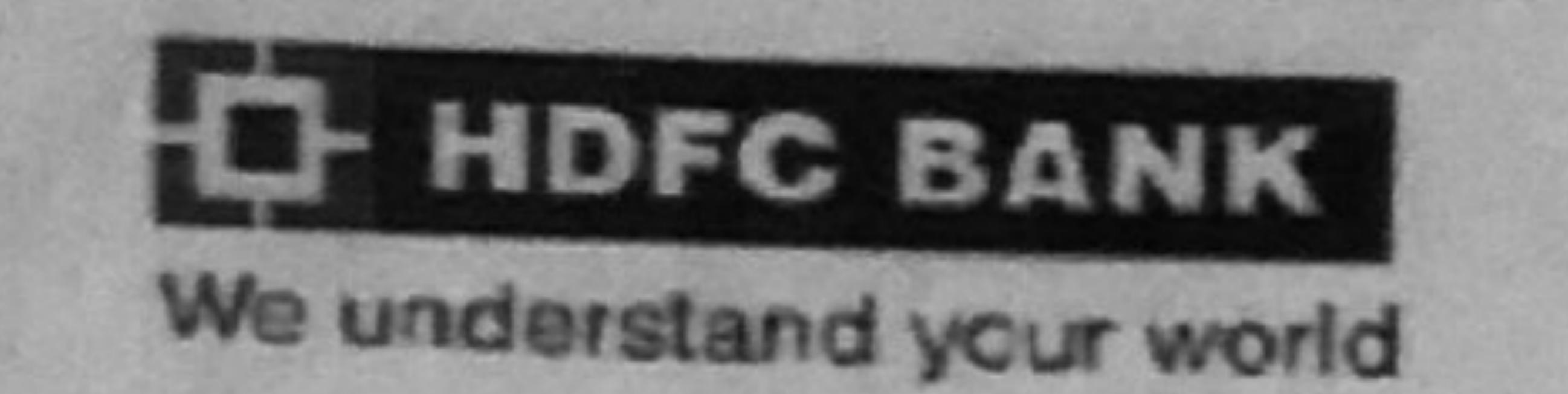
Rustom Beheram Siganporia

Head Talent Acquisition - Business Process Services

#### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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



I - Think Techno Campus,
Building Alpha, Next to Kanjur
Marg Railway Station (East)
Kanjur Marg (E),
Mumbai - 400 042

Date

: 04-May-2020

Employee Name

VAIBHAVI ABHAY DESHPANDE

Employee Code

230071

Location

Nanded

Dear VAIBHAVI ABHAY DESHPANDE,

With reference to your appointment letter dated 04-Nov-2019.

Your Performance during your probationary period was reviewed and based on the appraisal thereof we are pleased to inform you that you are confirmed in the services of Bank as Empowerment Officer with effect from 04-May-2020.

We are confident that you will continue to contribute effectively towards the growth of the Bank.

Our best wishes for a successful career in HDFC Bank.

Yours Truly

For HDFC Bank Ltd

Ashutosh Bapat

Deputy Vice President - HR Operations





Dear Vicky Rathod,

We have great pleasure in offering you the position in Grade G1-metro as Associate-Data Entry Operator, based out of Mumbai (3I INFOTECH BPO LTD) on the below terms of remuneration (All amounts in INR).

Salary Heads	Monthly Value (INR)	Yearly Value (INR)
Basic	6,721.00	80,652.00
H.R.A.	3,361.00	40,332.00
Advanced Statutory Bonus	560.00	6,720.00
Flexi Basket	4,538.00	54,456.00
Total Gross (A)	15,180.00	1,82,160.00
Gratuity*	323.00	3,876.00
Other CTC Earning (B)	323.00	3,876.00
P.F. Co. Contribution	807.00	9,684.00
E.S.I.C Co. Contribution	493.00	5,916.00
Total Employer's Contribution (C)	1,300.00	15,600.00
Total CTC (A + B + C)	16,803.00	2,01,636.00

#### Note:

- 1. Your Salary is Subject to deduction of Income Tax in accordance with the provision of the local Income Tax Act/Laws.
- 2. \*Performance Pay/Bonus (maximum as above) will be based on Company policy and Company, Team & Individual performance.
- 3. You will be covered under Gratuity and Employee Insurances as per company policy.
- 4. Statutory deductions as applicable.

For 31 INFOTECH BPO LTD,

Shilpa Pai

Senior Vice President-Human Resources

3i Infotech BPO Limited CIN: U74899DL199OPLC039478

W: www.3i-infotech.com



27th September, 2022

Mr. Vishal Bhalge, Sawana, Maharashtra - 445205.

#### Dear Mr. Vishal Bhalge

With reference to your candidature and the subsequent interview you had with us, we are pleased to appoint you as **Sr. Executive** on the following terms and conditions:

- 1. Your place of posting will be at **HO-Hyderabad**, **Telangana**.
- 2. You will be reporting to **Ravichandra**.
- 3. Your compensation will be **Rs. 3.00 Lpa per annum (Three Lakh Rupees Only**) for which, the following is the breakup:

Salary Components	SLIC's Offer	
Description	PM (INR)	PA (INR)
Basic Salary	11,290	1,35,480
HR Allowance	5,645	67,740
Advance Bonus	1,400	16,800
Other allowance	4,245	50,940
GROSS SALARY	22,580	2,70,960
EPF	1,355	16,260
Insurance	523	6,276
Gratutity	543	6,513
TOTAL CTC	25,001	3,00,009

<sup>\*</sup>Statutory Bonus indicated above will be paid as per the Payment of Bonus Act. **The Statutory Bonus will be paid as part of Gross Salary.** Gratuity is payable as per the payment of Gratuity Act.

- 4. In addition to the above the following benefits will be applicable to you as per company policy.
  - a. Group Term Insurance
  - b. Group Personal Accident
  - c. Group Mediclaim Insurance / ESI as applicable
- 5. Incentive shall be payable to an employee only if they are on rolls of the Company on the day of pay-out.
- 6. You will be on probation for a period of **Six months** from the date of joining. During probation period, your services shall be terminated without giving any notice / reasons whatsoever. However, after confirmation of your services, **Two month (30 day's mandatory)** notice shall be given on either side at the time of leaving the organization or in the event of Termination of services.



Plot No: 31 & 32, 5th & 6th floor Ramky Selenium, Beside Andhra Bank Training Centre, Financial District, Gachibowli, Hyderabad - 500 032. Telangana State Phone: 91 40 2300 9400 (Board) Web: www.shriramlife.com CIN: U66010TG2005PLC045616





**Tech Mahindra Limited** 

Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India

Tel: +91 40 3063 6363 Fax: +91 40 2311 7011

techmahindra.com connect@techmahindra.com Registered Office: Gateway Building, Apollo Bunder Mumbai 400 001,India CIN L64200MH1986PLC041370

Ref: 1000385/201265/Permt

Date: 08/06/2024

MR. Vishal Ravindr Deshmukh,

VTC: , Rawangaon (tamasa),

PO: Hadgaon, Sub District: Hadgaon

District Nanded, Nanded NANDED (Maharashtra) - 431712

Phone No: 9834181510

**Subject - Offer of Appointment** 

Dear Vishal Ravindr Deshmukh,

It is our pleasure to welcome you to Tech Mahindra Limited.

- With reference to our discussions, we are pleased to offer you appointment in our Organization as Associate-Customer Support on U1 band, operating out of our Pune office.
- 2. You will be on probation for a period of 3 months from the date of joining the Company during which you will be on training covering the complete process and projects or services, mandated by the customer of the Company. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the training mandated by the customer of the Company.
- Your "Annual Total Cash Compensation" will be Rs.270000 (Two Lakhs Seventy Thousand Rupees Only). Please refer Annexure-A for details on the compensation and statutory deductions.
- 4. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- Your employment with us will be governed by terms and conditions as specified in Annexure-B.
- 6. You are required to join on **10/06/2024** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
- 7. On the date of joining, you are requested to report to **Kajal Prakash Hule** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited**, [Plot NO:01, Rajiv Gandhi Infotech Park, Phase:-3, Hinjewadi, Pune Special Economic Zone, Pune:-411057. Maharashtra (India)].. At the time of joining, you are expected to carry originals of the documents as per Annexure D and submit the copies of the same to the HR Team.
- 8. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.



Date: 13/05/2024

Dear Yash Kurhe,

Email ID: yashkurhe2016@gmail.com

Contact Number: 8378937573

**Subject: Offer Letter** 

We are pleased to inform you that you have been selected and offered the position of **Vendor Manager** at SolarSquare Energy and your Date of joining will be from **29th May 2024** in **Pune**.

A. Your fixed component will be Rs.5,05,200 (Five Lakhs Five Thousand Two Hundred), for which the breakup is as follows:

Compensation Particular	Monthly	Annual
Earnings (Fixed)		
Gross Pay	40,300	483,600
Basic	20,150	241,800
HRA	10,075	120,900
Standard Allowance	4,167	50,004
Special Allowance	5,908	70,896
<b>Employee Deduction</b>		
Employee PF	1,800	21,600
Employer Deduction		
Employer PF	1,800	21,600
Net Pay(A-B)	38,500	462,000
CTC(A+C)	42,100	505,200



Ref: TCSL/DT20217823041/1542895/Pune

Date: 15 November 2021

MR. YOGESH NAGOJI PAWAR House No: 53, Laxmi Nivas, Hatni Laxmi Nivas Hatni, Near Hanuman Mandir, Umri, Maharashtra-431805. Tel# 917620220807

**Sub: Joining Letter** 

Dear Mr. Yogesh Nagoji Pawar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **25th November 2021**, your joining location is **Pune**, work location is **Pune** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



**Offer: Computer Consultancy** 

Ref: TCSL/DT20217828333/Hyderabad

Date: 06/07/2021

Ms. Zeba Khanum 78Airport Road, Asra Nagar, Nanded-431605, Maharashtra. Tel# 91-9271751048

Dear Zeba Khanum,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

### **COMPENSATION AND BENEFITS**

#### BASIC SALARY

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

TCS Confidential TCSL/DT20217828333

### **TATA CONSULTANCY SERVICES**

1

**Tata Consultancy Services Limited** 



Ref No: 23380216

25-Nov-2022

Sudam Devanna Shennewad



Dear Sudam,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Pune.

Your annual total compensation will be **INR 1,149,996**. This includes an annual incentive target of **INR 45,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 45 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 **28-Nov-2022**.

#### 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"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

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

Signature: Date:



### MGM UNIVERSITY, AURANGABAD

### एमजीएम विद्यापीठ, औरंगाबाद

(Established by Govt. of Maharashtra Act. No. XXVI of 2019)

We,

the Chancellor, the Vice-Chancellor, Members of the Governing Body & the Board of Management, on the recommendation of the Academic Council confer the Degree of Master of Science in Biotechnology

Pradeep Dattarao Nile PRN: 202001101014 who has passed the examination for the said Degree conducted in June 2022 with 8.43 CGPA at the 1st, Convocation held on 27th November, 2022.

उत्तीर्ण झाल्याबद्दल २७ नोव्हेंबर २०२२ रोजी प्रथम दीक्षांत समानंभात

No: 22P040000182

अधन्ही, कुलपती, कुलगुन, आणि

नियामक व व्यवस्थापन मंडळाचे सदस्य, विद्या पिनुषदेच्या शिप्यन्शीवनुन

विज्ञान पानंगत जैक्तंत्रज्ञान

ही पदवी प्रदीप दत्तराव निळे

पीआन्एन : २०२००११०१०१४ यंतरा

मधील पदवी परीक्षेत ८.४३ सीजीपीए सह

प्रदान करीत आहोत.

जून २०२२

Vice-Chancellor / कुलगुरु













### Joint CSIR - UGC NET JUNE 2022 **National Testing Agency - Score Card**

Application Number :	221610120002	Roll N	umber :	MR0401330086	
Candidate's Name :	PRADEEP DATTA	ARAO NI	LE	•	
Mother's Name:	SHASHIKALA				
Father's Name	DATTARAO RAM	BHAU N	IILE		
Category :	OBC- NCL (CENTRAL LIST)	Persor Disabi	with lity(PwD) :	No	
Gender :	MALE	Date o	f Birth :	05-10-1998	
Subject :	LIFE SCIENCES	•			
No of Candidates in this Subject	Registered :	83679	Appeared :	62655	
Applied For :	APPLIED FOR JR	F			
					F1FC36CD842783169927689FD2581D30

Paper	Percentile Score Obtained@
Part A	55.0059759
Part B	99.6996721
Part C	98.2010971
Total	99.1327265
Total Percentile Score	NINETY NINE POINT ONE THREE TWO SEVEN TWO SIX FIVE
obtained (in words)	ONLY
Result	JRF(NET)-UGC
RANK	133

Dated: 28-10-2022

Senior Director, NTA

#### Notes:

1. This electronically generated Score Card is the official Score Card issued by NTA and does not require any signature.

2. Candidate's particulars including Category and Person with Disability (PwD) status have been indicated as mentioned by the candidate in the online Application Form.

3. NTA Scores are the normalized scores across multi session papers and are based on the relative performance of all those who appeared for the examination in one session. The marks obtained are transformed into a scale ranging from 100 to 0 for each session of examinees.

4. The NTA scores indicate the percentage of candidates who have scored equal to or below (same or lower raw scores) that particular candidate in that session.

5. The percentile score of a candidate has been calculated as follows:

100\* Number of candidates appeared in the "session" with raw score EQUAL TO OR LESS than the candidate

6. The NTA Score of the Total is NOT an aggregate or average of the NTA Scores of individual parts.
7. The NTA Score is NOT the same as percentage of marks obtained.







# DBT-JUNIOR RESEARCH FELLOWSHIP PROGRAMME (DBT-JRF) BIOTECHNOLOGY ELIGIBILITY TEST (BET) – 2023 SCORE CARD

Application Number	232904127491	Roll Number	TL01030103
Candidate's Name	NILE PRADEEP DA	ATTARAO	
Mother's Name	SHASHIKALA NIL	E	
Father's Name	DATTARAO NILE		
Category	OBC-NCL	Differently Abled (DA)	NO
Gender	MALE	Date of Birth	05-10-1998
Nationality	INDIAN		
	Bio	technology Eligibility Te	st (BET) - 2023





 Section A
 150
 90.00

 Section B
 150
 118.00

 Total Score
 300
 208.00

 Total Score in Words
 Two Hundred Eight point Zero Zero Only

Maximum Marks

Dated: 09.06.2023

Section

Senior Director, NTA

- 1. This electronically generated BET 2023 Score Card displays the official Score declared by Department of Biotechnology (DBT), Government of India and Regional Centre for Biotechnology (RCB), Faridabad and issued by NTA. This Score Card does not require any signature.
- 2. The marks obtained by candidate will be considered further for preparation of merit list of candidates qualifying BET 2023.
- 3. The candidate's particulars including Category and Differently Abled (DA) have been indicated as mentioned by the candidate in the online application form.
- 4. The eligibility documents of the qualifying candidates shall be verified as per specified norms at subsequent stages of issuance of award letter under DBT-JRF Programme. Instances of incorrect information provided by the candidates, if detected at any stage shall make the candidates liable for disqualification.
- 5. Candidate, if found, submitting wrong information or tampering with this Score Card at any stage, shall be considered as using Unfair Practices and their candidature will be cancelled and further legal action will be taken as may be deemed fit.
- 6. The National Testing Agency has taken due care while uploading the Score Card. However, in case of any inadvertent error, NTA reserves right to rectify the same at a later stage.
- 7. No separate intimation about Score Card shall be issued.

Electronic Certificate Number: 23241955



### MAHARASHTRA STATE ELIGIBILITY TEST (M-SET)

(SPPU Nodal Agency Accredited by UGC & Nominated by Government of Maharashtra and Goa.)



#### SAVITRIBAI PHULE PUNE UNIVERSITY

#### ELIGIBILITY TEST FOR ASSISTANT PROFESSOR

(Valid in the States of Maharashtra & Goa only)

SET Ref. No.: 1955/(SET-MAR 2023) Seat No.: 627363

Certified that NILE PRADEEP DATTARAO
Son of NILE DATTARAO RAMBHAU
and NILE SHASHIKALA DATTARAO,
has qualified for MAHARASHTRA SET for eligibility for Assistant
Professor, held on 26th March 2023 in the subject Life Sciences.



As per the information provided by the candidate, he had completed his Master's degree or equivalent examination at the time of applying for SET.

The date of eligibility for Assistant Professor is the date of declaration of SET result, i.e., 27/06/2023.

This is an electronic certificate only, its authenticity and category in which the candidate had appeared should be verified from the Nodal Agency by the Institution/Appointing Authority. This electronic certificate can also be verified by scanning Bar code printed on the electronic certificate.

Validity of this electronic certificate is forever.

al

MEMBER SECRETARY STEERING COMMITTEE, SET CHAIRMAN
STEERING COMMITTEE. SET

Date of Issue: 05/07/2023

Note:

The Nodal Agency has issued the electronic certificate on the basis of information provided by the candidate in his Application Form. The appointing authority should verify the original records/certificates of the candidate while considering him for appointment, as the Nodal Agency is not responsible for the same. The candidate must fulfil the minimum eligibility conditions for SET as laid down in the notification for





Name of Candidate	PRADEEP DATTARAO NILE 2023 GATE 2023
Parent's/Guardian's	DATTARAO RAMBHAU NILE 023 GATE 2023
Registration Number	2023 GATE 2023 G
gate 2023 gate 2023 gate 2023 gate Date of Birth ate 2023 gate gate 2023 gate 2023 gate 2023 gate	2023 GATE 2023 G
GATE 2023 GATE 2023 GATE 2023 GATE GATE 2023 GATE 2023 GATE 2023 GATE Examination Paper ATE GATE 2023 GATE 2023 GATE 2023 GATE	2023 GATE 2022 GATE 2023 G
GATE 2023 GATE 2023 GATE 2023 GATE  Section(s) 23 GATE 2023 GATE  GATE 2023 GATE 2023 GATE  GATE 2023 GATE 2023 GATE	2025 GATE 2023 G

GATE 2023 GATE 2	Marks out of 10 2023 gave 2023 gave 2023	3 GATE 2023 GATE 2023 <b>)                                    </b>	GATE 2023 GATE 2023 GATE GATE 2023 GATE 202 <mark>4 6</mark> E GATE 2023 GATE 2023 GATE	2023 GATE 2023 GATE <b>33</b> GATE 2023 GATE 2023 GATE 2023 GATE
All India Rank in this paper: 2023 GATE 2023 G	2023 GATE 2023 GATE 2023 2023 GATE 2023 GATE 2023 2023 Qualifying 2023	GATE 2023 GATE 2023 GATE <b>General</b> 2023 GATE 2023 GATE 2023	EWS/OBC (NCL)	SC/ST/PwD
Number of Candidates Appeared 29605 in this paper:	2023 G. Marks*1E 2023 2023 GATE 2023 GATE 2023 2023 GATE 2023 GATE 2023	GATE 2023 GATE 2023 GATE 20 <b>32</b> 1 <b>9</b> 2023 GATE 2023 GATE 2023	GATE 2023 GATE 2023 GATE GATE 2023 <b>29: 6</b> 123 GATE GATE 2023 GATE 2023 GATE	2023 GATE 2023 GATI 2023 GA <b>21</b> . <b>9</b> GATI 2023 GATE 2023 GATI

Valid up to 31st March 2026

Prof. Preetamkumar M. Mohite

Organizing Chairman, GATE 2023 on behalf of NCB-GATE, for MoE



0cc01e7a9a312f740a851f29220513d6

\* A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate, if applicable, is produced along with this score card.

#### **General Information**

The GATE 2023 score is calculated using the formula

GATE Score = 
$$S_q + (S_t - S_q) \frac{(M - M_q)}{(M_t - M_q)}$$

where,

M is the marks obtained by the candidate in the paper, mentioned on this GATE 2023 scorecard

M<sub>q</sub> is the qualifying marks for general category candidate in the paper

 $M_1$  is the mean of marks of top 0.1% or top 10 (whichever is larger) of the candidates who appeared in the paper (in case of multisession papers including all sessions)

 $S_0 = 350$ , is the score assigned to  $M_0$ 

 $S_t = 900$ , is the score assigned to  $M_t$ 

In the GATE 2023 score formula,  $M_q$  is 25 marks (out of 100) or  $\mu + \sigma$ , whichever is greater. Here  $\mu$  is the mean and  $\sigma$  is the standard deviation of marks of all the candidates who appeared in the paper.

Qualifying in GATE 2023 does not guarantee either an admission to a post-graduate program or a scholarship/assistantship. Admitting institutes may conduct further tests and interviews for final selection.

Geology and Geophysics (GG) Humanities and Social Sciences (XH)	Separate score and ranking provided based on selection of optional section
Architecture and Planning (AR) Geomatics Engineering (GE) Engineering Sciences (XE) Life Sciences (XL)	NO Separate score and ranking provided based on selection of optional section

Graduate Aptitude Test in Engineering (GATE) 2023 was organized by Indian Institute of Technology Kanpur on behalf of the National Coordination Board (NCB) – GATE for the Department of Higher Education, Ministry of Education (MoE), Government of India.





Name of Candidate	PRADEEP DATTARAO NILE
Parent's/Guardian's Name	DATTARAO RAMBHAU NILE
Registration Number	BT23S62027065
Date of Birth	05-Oct-1998
Examination Paper	Biotechnology (BT)

GATE Score: 554	Marks out of 100: 44.67			
All India Rank in this paper: 362	Qualifying	General	EWS/OBC (NCL)	SC/ST/PwD
Number of Candidates Appeared in this paper: 14097	Marks*	31.6	28.4	21.0

Valid up to 31" March 2026

Prof. Preetamkumar M. Mohite

adir. Average All and Average and Average and the state of the All address and the Average and Average

Organizing Chairman, GATE 2023 on behalf of NCB-GATE, for MoE



3e03065213af8261dfab0aeeba1d1b4e

 A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate, if applicable, is produced along with this score card.

### General Information

The GATE 2023 score is calculated using the formula

GATE Score = 
$$S_q + (S_1 - S_q) \frac{(M - M_q)}{(M_t - M_q)}$$

where

M is the marks obtained by the candidate in the paper, mentioned on this GATE 2023 scorecard

M, is the qualifying marks for general category candidate in the paper

M, is the mean of marks of top 0.1% or top 10 (whichever is larger) of the candidates who appeared in the paper (in case of multisession papers including all sessions)

 $S_a = 350$ , is the score assigned to  $M_a$ 

S, = 900, is the score assigned to M.

In the GATE 2023 score formula,  $M_q$  is 25 marks (out of 100) or  $\mu + \sigma$ , whichever is greater. Here  $\mu$  is the mean and  $\sigma$  is the standard deviation of marks of all the candidates who appeared in the paper.

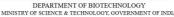
Qualifying in GATE 2023 does not guarantee either an admission to a post-graduate program or a scholarship/assistantship. Admitting institutes may conduct further tests and interviews for final selection.

Graduate Aptitude Test in Engineering (GATE) 2023 was organized by Indian Institute of Technology Kanpur on behalf of the National Coordination Board (NCB) – GATE for the Department of Higher Education, Ministry of Education (MoE), Government of India.





### REGIONAL CENTRE FOR BIOTECHNOLOG





### **GRADUATE APPTITUDE TEST - BIOTECHNOLOGY (GAT-B) - 2022 SCORE and RANK CARD**

Application Number	222904100197	Roll Number	MR22000006		
Candidate's Name	PRADEEP DATTARAO NILE				
Mother's Name	SHASHIKALA				
Father's Name	DATTARAO				
Category	OBC-NCL	Person with Disability (PwD)	NO		
Gender	MALE	Date of Birth	05-10-1998		
Nationality	INDIAN		•		



Gradua	te Aptitude	Test – B	iotechnology	(GAT-B)	- 2022		
Total marks	Total marks Marks obtained						
240	240 130.00						
Qualifying Marks	UR	ОВ	C (NCL)	SC	ST	PwD	EWS
Qualifying marks	112		71	60	60	60	65
Category wise Rank	47						

Dated: 04/06/2022

- 1. This electronically generated GAT-B 2022 Score and Rank Card is the official Score and Rank Card declared by Department of Biotechnology (DBT), Government of India and Regional Centre for Biotechnology (RCB), Faridabad and issued by NTA. The GAT-B 2022 Score and Rank Card does not require any signature.
- 2. A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate (if applicable) is produced along with this GAT-B 2022 Score and Rank Card.
- 3. This GAT-B 2022 Score and Rank Card is valid for admissions in academic session 2022-23 only.
- 4. Candidate's particulars have been indicated as mentioned by the candidate in the application form. For those candidates who corrected errors in their application form at the time of issue of GAT-B 2022 admit card, their corrected particulars are issued herewith in this GAT-B 2022 Score and Rank Card, issued by NTA.
- 5. The eligibility criteria, self-declaration, various documents, etc. of the eligible candidates shall be verified as per norms specified at subsequent stages of the admission and selection process of Universities/Institutions. Instances of incorrect information provided by the Candidates, if detected at any stage would make the Candidate liable for disqualification. Regional Centre for Biotechnology (RCB) and Department of Biotechnology (DBT), GoI does not play any role and responsibility in the admission and selection process of Universities/Institutions.
- 6. Candidate, if found, submitting wrong information or tampering with this GAT-B 2022 Score and Rank Card at any stage, will be considered as using Unfair Practices and their candidature will be cancelled and further legal action will be taken as may be deemed fit. All disputes are subject to Delhi jurisdiction only.
- 7. The National Testing Agency has taken due care while uploading the GAT-B 2022 Score and Rank Card on NTA website (https://dbt.nta.ac.in/). The GAT-B 2022 Score and Rank Card can be downloaded only from NTA website (https://dbt.nta.ac.in/) and from no other website. In case of any inadvertent error,the NTA reserves the right to rectify the same at a later stage.
- 8. No separate intimation about GAT-B 2022 Score and Rank Card shall be issued.



### क्षेत्रीय जैवप्रौद्योगिकी केन्द्र REGIONAL CENTRE FOR BIOTECHNOLOGY

### CERTIFICATE OF REGISTRATION

1. Name of the Student

: Nile Pradeep Dattarao

2. Academic Programme

: PhD Programme in Biotechnology

3. Registration Number

: RCB/CDFD-PhD/2023-24/M/499

4. Date of Registration

: 12.10.2023

5. Name of the Institution

: Centre for DNA Fingerprinting and Diagnostics, Hyderabad

6. Name of the Guide

: Dr. Shweta Tyagi

The registration is subject to the Statutes, Ordinances, Regulations, and Guidelines of the Regional Centre for Biotechnology regarding the academic programme, and other academic and student matters, and may be cancelled in case of any violation.

REGISTRAR





#### LETTER OF APPOINTMENT

15.12.2022

Dear Mr. Venkatesh Sahebrao Raut,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Executive Trainee - Manufacturing Plasma our Organization with the following terms and conditions.

Date of Joining: 15.12.2022

permission of the Company.

Salary: Your CTC salary would be Rs 1.8 Lakhs per annum. (Rupee One Lakh Eighty Thousand only).

Probation/Confirmation: You will be on probation for Six months. Based on your performance your services will be confirmed with the company in written after six months. During the probation period your services can be terminated or individual can submit his/her resignation without any notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on three month notice on either side. During the period of your employment with the Company, you will devote full time to the work of the company. Further, you will not take up any other employment of assigned or any office, honorary or for any consideration, in cash or in kind of otherwise without the prior written

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture of broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- You will be required to maintain utmost secrecy in respect of Project documents,
  Commercial offer, Design documents, Project cost & estimation, Technology, Software
  packages license, Company's polices Company's patterns & Trade Mark and Company's
  Human assets profile.

Factory: Survey No. 172 Part, Gagillapur Village, Dundigal Gandimaisamma Mandal, Medchal-Malkajgiri District, Telangana - 500 043, INDIA.

Phone: 09700017820, 09700017883 E-mail: hr@virchowbiotech.com, regulatory.vbpl@gmail.com

Head Office: # 319 & 320, Ill" Floor, Swamy Ayyappa Co-op. Housing Society Ltd, Madhapur, Hyderabad-500 0

2012.00

Phone: +91-40-23119481, Fax: +91-40-23119486. GSTIN: 36AABCV2578A1ZI





- You will be required to company with all such rules and regulations as the Company may frame from time to time.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), 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 your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
  Please sign and return to the undersigned the duplicate copy of this letter signifying your

acceptance.

We welcome you to the VIRCHOW family and look forward to a fruitful collaboration.

FOR VIRCHOW BIOTECH PVT LTD.,

K.V.S Ramakrishna Rao DGM – HR & Admin

Factory: Survey No. 172 Part, Gagillapur Village, Dundigal Gandimaisamma Mandal, Medchal-Malkajgiri District, Telangana - 500 043, INDIA.

Phone: 09700017820, 09700017883 E-mail: hr@virchowbiotech.com, regulatory.vbpl@gmail.com

Office: # 319 & 320, Ill" Floor, Swamy Ayyappa Co-op. Housing Society Ltd, Madhapur, Hyderabad-500 081:

Phone: +91-40-23119481, Fax: +91-40-23119486. GSTIN: 36AABCV2578A1ZI



### Annexure - I

Employee ID

**Employee Name** 

Designation Department Roll Cluster

Grade

: 6180

: VENKATESH SAHEBRAO RAUT

: EXECUTIVE TRAINEE

: MANUFACTURING

: SUITE 6 : V : C

### Revised Salary Structure

Fixed Salary Components	Monthly	Annual
Basic	7875	94500
HRA	3150	37800
Conveyance	1600	19200
Washing Allowance	400	4800
Child. Education Allowance	200	2400
Special Allowance	91	1092
Reimbursement Components		
Medical Allowance	0	0
LTA	0	0
uel	0	0
nnual Component		
tatutory Bonus	656	7872
onthly Gross	13972	167664
uployer Contributions		
ovident Fund	945	11340
1	454	5448
atuity	379	4548
СТС	15750	189000

Regards

KVS Ramakrishna Ragented

DGM HR & Admin

Please sign and return the duplicate copy as a token of your acceptance.





Emp. Name: VENKATESH SAHEBRAO RAUT

Emp. Code : 6180

D.O.J. : 15-12-2022

Dept. : MANUFACTURING

Blood Group: A+ve



D.O.B : 17-07-1997

Contact : 8766516463

In Case Of

Emergency: 8766516463

### If Found Please Return To

Factory: Survey No. 172, Gagilapur, Quthbullapur, R.R. Dist., telangana, India.

Phone: 08418-255126, 9700017883

Email: hr@virchowbiotech.com





# Swami Ramanand Teerth Marathwada University, Nanded. स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड.



No, the Chancellor, the Vice-Chancellor, Members of
the Management Council and the Academic Council of the
Swami Ramanand Teerth Marathwada University, certify that
Anam Fatima Mohammed Mosiguddin
Smt. Indira Sandhi College of Education, Nanded.

having been examined and found duly qualified for the degree of

### Bachelor of Education

in Summer - 2022 and placed in "A+" grade the said degree has been conferred on him/her. The methods in which he/she was examined were 1. Science 2. Mathematics

In testimony whereof is set the seal of the said University.



Date: 07th September, 2023

Place: Nanded, Maharashtra State, India.

आम्ही, स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठाचे कुलपती, कुलगुरू, व्यवस्थापन परिषद आणि विद्या परिषद सदस्य, प्रमाणित करितो की,

अनम फातीमा मोहम्मद मोसीख उद्दीन है/ह्या श्रीमती इंदिरा गांधी अध्यापक महाविद्यालय, नांदेड. येथून

### शिक्षणशास्त्र स्नातक

परीक्षा उन्हाळी — २०२२ मध्ये '' ए+ '' श्रेयांकासह उत्तीर्ण झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. वरील परीक्षेसाठी त्यांनी अभ्यासलेल्या अध्यापन पध्दती

विज्ञान २. गणित
 होत्या. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.

ebil.

Dr. Walker V. Block

Vice-Chancellor / कुलगुरू Sr.No. K2-7285



### **University of Mumbai**

Final Score Card Ph.D. Entrance Test (PET) 2022 Conducted by University of Mumbai

This is to certify that

Mr./Ms. ANAGHA HASNALKAR

appeared for the **Ph.D. Entrance Test (PET)** held on **26/08/2022** for the subject **LIFE SCIENCE** and score obtained by him/her is **61/100**He / She is **Eligible** for admission to Ph.D. program.

(This Certificate is valid up to 30/09/2025)

Date of certificate: 22/09/2022

Place: Mumbai

LoginID: MUPET22-5215

Dr. Prasad Karande I/c Director Board of Examinations & Evaluation



To

#### Ms. ANURADHA BAGATE

Mitramandal Chauk, Near Lokamanya Hospital, Swargate, Pune-411042

Subject: Offer letter for the position of TELECALLER (TC).

#### Dear ANURADHA BAGATE.

We are pleased to offer employment at NUMERO UNO FINANCIAL SOLUTIONS as TELECALLER (TC) on contract basic commencing from 8<sup>th</sup> March 2022 to 8<sup>th</sup> March 2023.

Your monthly commission is 13000/-Rs.

You will have a total of six working days every week and your shifts will be decided by Team Leaders.

Your performance will be reviewed at the end of the contract period, based on your performance the management will make a decision to hire you or not on regular basis.

Please sign and submit this letter to confirm your acceptance of this job offer.

Looking forward to collaborating with you.

For NUMERO UNO FINANCIAL SOLUTIONS,

Authorized Signatory

ACCEPTED,

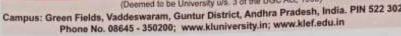
Ms ANURADHA BAGATE

(Employee sign & date)



### Koneru Lakshmaiah Education Foundation

Deemed to be University u/s. 3 of the UGC Act, 1956







### PROCEEDINGS OF DEAN R&D REGISTRATION NOTICE

KLEF/AR/2021-22/reg/2132616

Date: 15-03-2022

To.

Mangal Sugrao Kadam

At Post Sapti, Dist. Nanded,

Maharashtra - 431743.

E-Mail: mskadam4213@gmail.com

Phone : 8552804213

Dear Mangal Sugrao Kadam,

Subject: Ph.D Registration.

We are in receipt of the following documents that you have submitted in connection with the registration into a Ph.D program in the Department of Bio-Technology.

- 1. An Online Transction Number DUI6784941 drawn on SBI collect 10-03-2022 for Rs. 25,000/-
- 2. Registration form (Annexure R).
- Annexure AG.
- 4. Original Copies SSC, Inter, UG, PG\*

We are pleased to inform you that, you have been registered as a Full Time research scholar in the department of Bio-Technology on 15-03-2022.

Name of the Supervisor

: Dr.Burra Prasad, Professor, KLEF.

E-mail

: pburra@kluniversity.in

Mobile

: 9810655546

You are requested to contact your supervisor for finalization of research plan and shall submit the same within two months through your supervisor to Doctoral committee.

Best Wishes

Dr. BTP Madhay Associate Dean (AR)

Dr. B.T.P. MADHAV

Associate Dean (Academic Research) KLEF, Vaddeswaram - 522 502

Guntur Dist, Andhre Pradesh, INDIA.

Dr. B Jaya Kumar Singh Dean (R&D)

Dr. E. JAYAKUMAR SINGH

n Foundation Konera Green Fie

EXALTING EDUCATION, EPITOMISING EXCELLEN

Admin. Office: 29-36-38, Museum Road, Governorpet, Vijayawada, A. P., India. PIN 520 002. Phone No. +91 - 866 - 3500122, 2577715, 2576129

<sup>\*</sup> Subject to the verification of academic certificates submitted.





### icici offer letter.pdf





ICICI Bank Limited REDMI NOTIE 91, India. AI QUAD CAMERA

Tel. (91-22) 2653 1414 Fax. (91-22) 2653 1122

Regd. Office: "Landmark", Race Course Circle, Vadodara 390007, India.

## A ICICI Bank

Name: Sadashiv Kadam Position: Senior Officer

Group: RETAIL BANKING GROUP

roup: RETAIL BANKING GROUP	Senior C	Officer	
	Monthly	Annual	
	6.350	76,200	
asic	3,175	38,100	
IRA	5,325	63,900	
Supplementary Allowance*	953	11,430	
Superannuation Allowance **			
	15,803	189,630	
Total			
Retirals	1,930	23,160	
Retirals (PF, Gratuity) ***	1,000		
	17,733	212,790	
Total CTC			
	1.583	19,000	
Performance Linked Retention Pay#			
	19,316	231,790	
Total (incl PLRP)	- Michelle		

Supplementary allowance will include Conveyance / Travel allowance, LTA. Medical, Canteen and any other allowance

You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per

#Please note that there is no guaranteed performance linked retention pay subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 29-Aug-2021

Digitally signed by BHAVIKA NANDA Date: 2021.08.29 11:06:26 +05:30 Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited ICICI Bank Towers Bandra-Kurla Complex O REDMI NOTE 9

Tel. (91-22) 2653 1414 Fax. (91-22) 2653 1122 Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle. Vadodara 390007, India

Sr. No .: 1006646





We.

the Chancellor, Vice-Chancellor and Members of the Management Council of

## Dr. Babasaheb Ambedkar Marathwada University,

Aurangabad (Maharashtra State), India

Certify that the withinsigned



### Kadam Shubhangi Subhash

Student of Government Institute of Science, Aurangabad having been examined and found duly qualified for the Degree of Master of Science and placed in the A+ Grade in Apr-2021

The Degree of

## Master of Science

(Under The Faculty of Science & Technology)

has been conferred on him/her at Aurangabad, on the nineteenth day of the month of November in the year two thousand twenty two.

The subjects in which he/she was examined was/were:

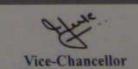
(Biophysics)

In Testimony whereof are set the Seal of the Said University and the signature of the said Vice-Chancellor.

Seat No.: CHD401013

Place: Aurangabad

Date of Issue: 19/11/2022





## Sabitribai Phule Pune Unibersity

(formerly University of Pune)

We, the Chancellor, the Vice Chancellor and the Members of the Management Council and the Academic Council of the Savitribai Phule Pune University, certify that

Hasnalkar Anagha Pandhrinath, Mother's Name: Hemlata

of Department of Bicinformatics, Savitribai Phule Pune University, Pune having been examined in Bioinformatics and found duly qualified for the degree of

Master of Science

and placed in the B Grade in October 2021. The said degree has been conferred on her. In testimony whereof is set the seal of the said University

## सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

आम्ही, सावित्रीबाई फुले पुणे विद्यापीठाचे कुलपती, कुलगुरु आणि व्यवस्थापन परिषद व विद्या परिषद 🧶 सदस्य, प्रमाणित करितो की,

### हसनाळकर अनघा पंढरीनाय, आईचे नाव: हेमलता

या बायोइन्फर्मेटिक्स विभाग, सावित्रीबाई फुले पुणे विद्यापीठ, पुणे येथून बी श्रेणीत ऑक्टोबर २०२१ मध्ये जैवमाहितीशास्त्र विषय घेऊन

विज्ञान पारंगत

पदवी परीक्षा उत्तीर्ण झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.



Vice Chancellor

121th Convocation (Winter) SC21-24518

