Gmail

Hemlata Kamble <hlkamble@aissmscoe.com>

Fwd: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023

1 message

Prashant Warke <pmwarke@aissmscoe.com> Tue, May 2, 2023 at 6:41 PM
To: "H. L. Kamble" <hlkamble@aissmscoe.com>, kbgandhi <kbgandhi@aissmscoe.com>
Cc: Chemical Head <chem.hod@aissmscoe.com>, electrical.hod@aissmscoe.com, mechanical head <mech.hod@aissmscoe.com>, AISSMSCOE Placements <placements@aissmscoe.com>

Dear Madam & Sir,

Please, find herewith placement/ selection proof of (12) students; (07) from BE Chemical, (03) from BE Electrical & (02) from BE Mechanical (2022-23) batch for NBA & NAAC purposes.

---------- Forwarded message ---------
From: < >
Date: Wed, Jan 25, 2023 at 2:47 PM
Subject: RE: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023
To: <pmwarke@aissmscoe.com>
Cc: < >, < >, < >

Dear Team,

With reference to applications received from your institute and the subsequent written test & interviews conducted, we are pleased to offer the following students the position of **"GRADUATE ENGINEERING TRAINEE - Polyester"** with **Reliance Industries Limited:**

Sr. No.	Candidate Full Name	Discipline	Business	
1	Sumer Rajesh Pardeshi	Chemical	Polyester	2022-23
2	Sagar Jitendra Raut	Chemical	Polyester	2022-23
3	Mihir Girish Parab	Chemical	Polyester	
4	Sanskar Dharmendra Yadav	Chemical	Polyester	
5	Ishant Vilas Kanchan	Chemical	Polyester	
6	Aamod Shashikant Rajurkar	Chemical	Polyester	
7	Fardin Muktar Deshmukh	Chemical	Polyester	2022-23
8	Pratik Gajanan Mohire	Electrical	Polyester	
9	Kulkarni Ameya Dhananjay	Electrical	Polyester	
10	Shah Chirag Sanjay	Electrical	Polyester	

11	OMKAR PRALHAD LANDGE	Mechanical	Polyester
12	Nikhil Santosh Bundele	Mechanical	Polyester

Request your help to please congratulate the selected students on our behalf and please communicate the following to them on priority (preferably today itself):

- We have designed a very exciting career path for them at Reliance. They will be required to undergo a training program for **One Year** from the date of joining and upon successful completion of the training period they will be confirmed at **'Grade J'.**
- They will be entitled to **receive compensation & benefits as per the Annexure in the mail from iMocha.**
- **Kindly note that their appointment is subject to following conditions:**
    - Pre-Employment Medical examination clearance from RIL
    - Successful completion of degree examination with a minimum aggregate score of 6.0 CGPA or 60% with no active backlog.
- As next steps, they will be getting a mail from iMocha to accept the Letter of Intent and CTC Annexure.

Once you have communicated the above to the students, **request to ensure that they do the needful on the iMocha platform latest by 8:00 PM 25.01.2023.**

We look forward to your response on behalf of the selected students! Thank you once again for your support towards a smooth hiring process.

Regards,

From:
Sent: 16 January 2023 19:23
To: Prashant Warke <pmwarke@aissmscoe.com>
Cc: < >; < >
Subject: RE: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023

Dear Team,

PFA the shortlist for interviews. Date for interview as per our discussion is **20th Jan - This will be a Virtual (Online) Drive**.

1. Your POC for the process is Chetan Datta ------- Please keep him copied on all emails henceforth, along with------
2. Kindly be in touch with the POC on the day for planning the process, schedule etc.
3. Kindly note: The interviews will be conducted on iMocha. Hence each of the candidate shortlisted needs to have his/her registration updated if not already done on the platform before the online test.
4. They will get the interview link on their respective mail ID one day prior to the interview date. Kindly also find attached the candidate guidelines for the interview process.
5. **Kindly also share their CVs by 4pm Tomorrow.**

Regards,

From:
Sent: 10 January 2023 11:57
To: Prashant Warke <pmwarke@aissmscoe.com>
Cc: < >
Subject: RE: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023

Hi,

In case during the online test, candidates are facing issues:
Kindly ask them to use the following link:

This is a hotline MS Teams meeting for students who are facing severe issues.

Regards,

From:
Sent: 07 January 2023 17:01
To: Prashant Warke <pmwarke@aissmscoe.com>
Cc: < >
Subject: RE: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023

Hi,

Kindly find attached the online test shortlist.

As discussed, the online test is scheduled as follows:

Day	Date	Start Time	End Time
Friday	13th JAN 2023	11:00AM	1:00PM

Please note & communicate the following to the candidates:

1. **Test Deadline: 13th JAN, 1:00PM** (The test will take 1 hour to complete. Please inform the students to plan accordingly as no requests for deadline extensions/timing changes will be entertained)
2. Request the students to also go through attached guidelines prior to attempting the test.

3. **All shortlisted candidates will receive a mail from ---- for registration and Login credentials for the test will be shared in the same mail.**
   Kindly ensure they complete the registration before 8 PM, 8th Jan 2023.

   Registration in ----- is a mandatory step before the online test.
4. Kindly ask the candidates to carry their government approved identification cards: Aadhar Card, Pan Card, Driving License, Passport.
5. **For support, doubts, queries with related to the test; kindly contact Namita from iMocha – 9730615571**
   [Kindly note: This no. is shared with the TPO/TPC and is strictly not to be circulated with the candidates]
6. **Resolution SOP for certain issues faced by the candidates is shared along with the mail.**
7. **If issue persists,**

Kindly collect the data of the candidates' facing issues and send an email to -------- using the below mentioned details:

1. Name of the institute
2. Discipline/Branch
3. Student Name
4. Student's Email
5. Issue faced
6. Screenshot of the error

Regards,

From: Prashant Warke <pmwarke@aissmscoe.com>
Sent: 24 December 2022 16:09
To: < >
Cc: < >
Subject: [External]Re: Reliance Industries Limited - Campus Recruitment: 2022 - 2023

Caution: The e-mail below is from an external source. Please do not open attachments or click links unless this email comes from a known sender and you know the content is safe.

Dear Sir and Team Members,

Reliance Industries Limited

Greetings from AISSMS COE, Pune

I sent an email of Subject: Students' Details: Mechanical, Electrical and Chemical of AISSMS COE, Pune-411001 for Campus Recruitment: 2022-2023 towards you on Friday on December 16, 2022 at 4.45 PM as per your instructions. Also, sent an attachment: Coordinators- CITP 2022-23 by an email on Thursday on December 15, 2022 at 11.48 PM. Again, attaching herewith three Excel Sheets of Students' Details and **the file of Coordinators CITP 2022-23** for your kind information and the further needful procedure.

Students mentioned in attachments: three Excel Sheets regarding their Details have their End-Semester Examination of Savitribai Phule Pune University, Pune from January 04, 2023 to January 11, 2023. This is for your

kind information.

Thanking you.

Looking forward for your kind consideration and reply.

With Regards,

Prof. Prashant M. Warke

Assistant Professor and

Coordinator- Centre for Information, Training and Placement (CITP),

Industry- Institute Interaction, One Faculty-One

Industry, Industrial Visits, NAAC Criteria III, NBA

Criteria VII, **Mentor 'Standards' Club under BIS, Pune**

Lab. I/C. 'MO', Member -FE/SE Admissions (2022-23) Enquiry

and Subjects (UG & PG) Chairman BOS Chemical Engineering SPPU, Pune

Department of Chemical Engineering

AISSMS COE, Pune- 411001.

Contact: Cell Ph. No. 9823103089/ Ph. No. (Office) 020-2605 8587, 2605 7660, 2605 8342- **Extn. 1220.**
URL: www.aissmscoe.com

Email: pmwarke@aissmscoe.com,

pramowa22@gmail.com, scopechemical22@gmail.com

Vision: Service to society through quality education

On Wed, Dec 14, 2022 at 6:12 PM < > wrote:

> Hi,
>
> Greetings to you!
>
> Reliance Industries Ltd. would like to visit your Campus for GET Recruitment 2022.
>
> **Job Profile:**

Graduate Engineering Trainee (GET).

Job Opportunity:

- **Manufacturing Division:** Selected candidates will undergo 1-year rigorous training, being attached to Central Technical Services and Central Engineering Services, Operations Engineering & Maintenance and R&D at our Manufacturing Sites in Hazira, Patalganga, Silvassa, Barabanki & Hoshiarpur.

Salary Details:

GET Total Pay Details - B.Tech Degree	
On Joining	Fixed Pay - Rs. 5.50 lacs p.a.
On Completion of 12 months	Fixed Pay - Rs. 6.00 lacs p.a. Will be confirmed in Grade "J" on successful completion of Training & Validation Post confirmation you will become eligible for annual increment and bonus, as per company policy
Medical & Insurance	Group Personal Accident Insurance worth Rs 25 Lacs p.a. Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Bonus	One-Time Deferred Bonus of 2 Lacs on completion of 1 year post joining. Recovery Period for One-time Bonus would be up to 24 months from disbursement date.

The details of the selection process shall be as follows:

1. Aptitude Test – 30 Mins (Online).

2. Subjective Test – 30 Mins (Online).

3. Online Personal Interview for students shortlisted thereafter.

4. Score 60% / 6.0 CGPA and above in Graduation, 60%/ 6 CGPA in 10th and 12th , and no active backlogs.

We request you to provide us with the list of the interested students meeting the above-mentioned eligibility criteria (passing out in 2023) from **Mechanical, Electrical & Chemical disciplines**.

Kindly send the student list in the attached format with name "College Name".

Would appreciate if you could provide the details by **16th December 2022 before 05:00 PM.**

Requesting to also share the student coordinator's contact details.

Regards,

"**Confidentiality Warning**: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from your system.

Virus Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email. The company cannot accept responsibility for any loss or damage arising from the use of this email or attachment."

"**Confidentiality Warning**: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from your system.

Virus Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email. The company cannot accept responsibility for any loss or damage arising from the use of this email or attachment."

Thanking you!

With Regards

Prof. P M Warke (+91-9823103089)

pmwarke@aissmscoe.com, pramowa22@gmail.com

Assistant Professor and Coordinator

Department of Chemical Engineering

AISSMS College of Engineering

Kennedy Road, Near RTO Office

Pune-411001

2022 - 23

Gmail

Hemlata Kamble <hlkamble@aissmscoe.com>

Fwd: Offer - Internship

1 message

Tue, May 2, 2023 at 7:32 PM

Prashant Warke <pmwarke@aissmscoe.com>
To: "H. L. Kamble" <hlkamble@aissmscoe.com>, kbgandhi <kbgandhi@aissmscoe.com>
Cc: Chemical Head <chem.hod@aissmscoe.com>

Please, find herewith an Offer Letter of paid internship type of job for Sahil Jain, BE Chemical (2022-23) batch for NBA & NAAC purposes.

---------- Forwarded message ---------
From: Sahil Jain <sahiljain10394@gmail.com>
Date: Mon, Apr 24, 2023 at 2:59 PM
Subject: Fwd: Offer - Internship
To: <pmwarke@aissmscoe.com>

Hello Sir,
This is my Internship Offer letter by Bectochem Consultants and Engineering limited.
Sorry for late reply of offer letter

---------- Forwarded message ---------
From: **Bectochem-Cgu5** <cgu5@bectorrml.com>
Date: Sat, 25 Feb, 2023, 10:24 am
Subject: Offer - Internship
To: sahiljain10394@gmail.com <sahiljain10394@gmail.com>
Cc: Bectochem-cgu4 <cgu4@bectochem.com>

Dear Sahil,

On behalf of Bectochem Consultants & Engineers Pvt Ltd ; I am excited to extend an offer to you for an internship position within our Procurement Department. This position is located in Pune.

This position is scheduled to begin on 1st March 2023 and will be a six-month **paid internship** opportunity ending on 30th August 2023. The schedule for this position is After office Hours . This position will pay monthly. In this role, you will report directly to Procurement Head . This offer is contingent upon the successful completion of Internship. Please be sure to bring ID Proofs, Educational , with you on your first day to complete your profile.

During your temporary employment with Bectochem Consultants and Engineers Pvt Ltd , you may have access to trade secrets and confidential or proprietary business information belonging to Bectochem Consultants and Engineers Pvt Ltd. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Bectochem Consultants and Engineers Pvt Ltd. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Bectochem Consultants and Engineers Pvt Ltd.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact Ravina Khot - 8177930096 in our HR department. Please review this letter in full, and sign and return it via EMAIL to cgu5@bectorrml.com to confirm your acceptance of the

position no later than close of business on 1st March 2023. We look forward to having you begin your career at and wish you a successful internship. Welcome to our team!

Accept the above offer and will begin the internship position on 1st March 2023.

Regards,
Ravina Khot
Bectochem Consultants & Engineers Pvt. Ltd.
Contact: 8177930096
Mail: cgu5@bectorrml.com

Thanking you!

With Regards

Prof. P M Warke (+91-9823103089)

pmwarke@aissmscoe.com, pramowa22@gmail.com

Assistant Professor and Coordinator

Department of Chemical Engineering

AISSMS College of Engineering

Kennedy Road, Near RTO Office

Pune-411001

2022-23

Gmail

Hemlata Kamble <hlkamble@aissmscoe.com>

Fwd: Offer letter of internship

1 message

Prashant Warke <pmwarke@aissmscoe.com>
To: "H. L. Kamble" <hlkamble@aissmscoe.com>, kbgandhi <kbgandhi@aissmscoe.com>
Cc: AISSMSCOE Placements <placements@aissmscoe.com>

Tue, May 2, 2023 at 7:35 PM

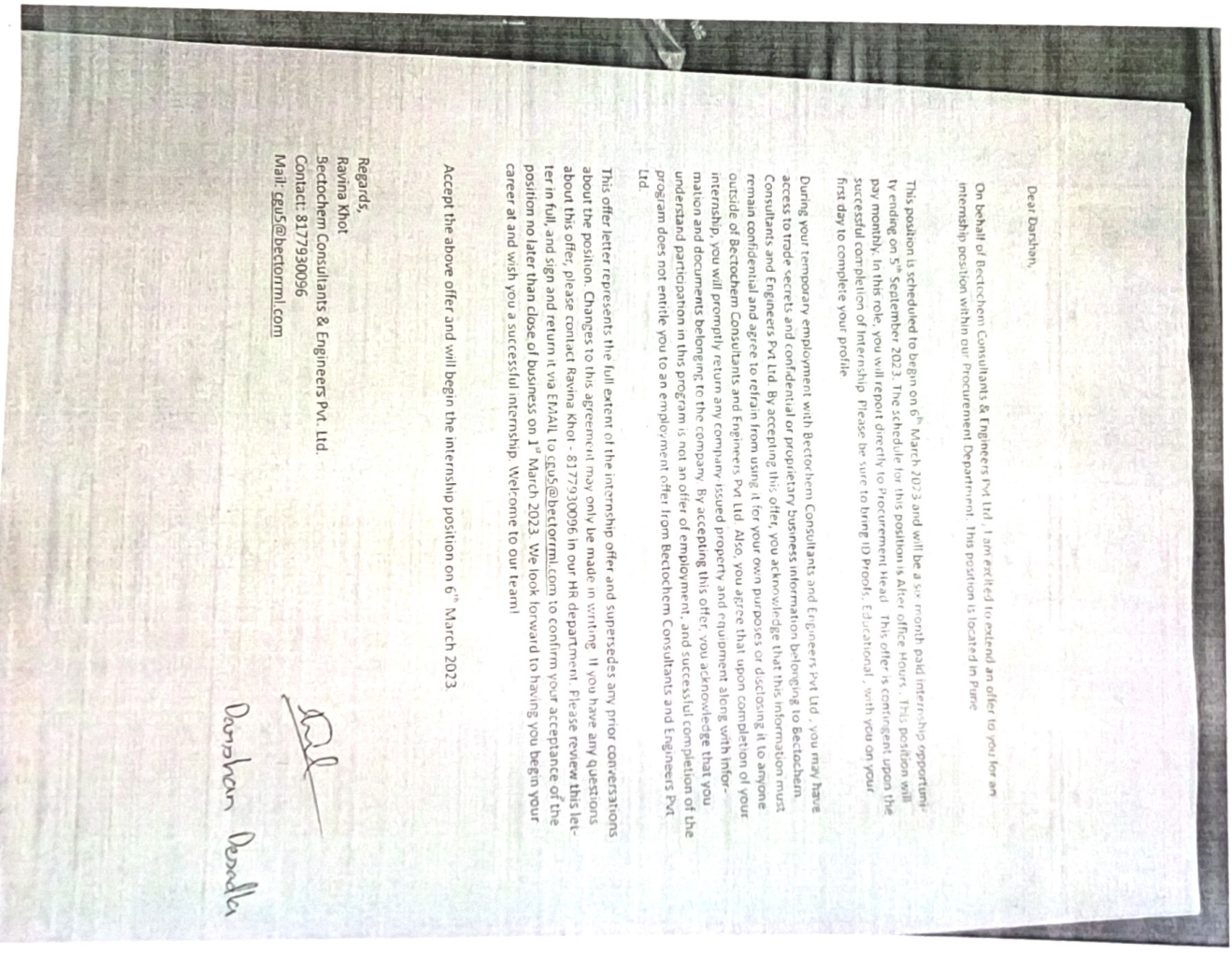
Dear Madam & Sir,

Please, find herewith an Offer Letter of paid internship type of job for Darshan Desalda, BE Chemical (2022-23) batch for NBA & NAAC purposes.

---------- Forwarded message ---------
From: DARSHAN DESADLA <desadladarshan@gmail.com>
Date: Mon, Apr 24, 2023 at 3:08 PM
Subject: Offer letter of internship
To: Prashant Warke <pmwarke@aissmscoe.com>

Hello Sir,

Below is my offer letter attached to this email regarding my internship which I am currently doing in Bectochem Consultants and Engineers.



Dear Darshan,

On behalf of Bectochem Consultants & Engineers Pvt Ltd. I am excited to extend an offer to you for an internship position within our Procurement Department. This position is located in Pune.

This position is scheduled to begin on 6th March 2023 and will be a six month paid internship opportunity ending on 5th September 2023. The schedule for this position is After office Hours. This position will pay monthly. In this role, you will report directly to Procurement Head. This offer is contingent upon the successful completion of Internship. Please be sure to bring ID Proofs, Educational, with you on your first day to complete your profile.

During your temporary employment with Bectochem Consultants and Engineers Pvt Ltd., you may have access to trade secrets and confidential or proprietary business information belonging to Bectochem Consultants and Engineers Pvt Ltd. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Bectochem Consultants and Engineers Pvt Ltd. Also, you agree that upon completion of your internship, you will promptly return any company issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Bectochem Consultants and Engineers Pvt Ltd.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact Ravina Khot - 8177930096 in our HR department. Please review this letter in full, and sign and return it via EMAIL to cgu5@bectormi.com to confirm your acceptance of the position no later than close of business on 1st March 2023. We look forward to having you begin your career at and wish you a successful internship. Welcome to our team!

Accept the above offer and will begin the internship position on 6th March 2023.

Regards,
Ravina Khot
Bectochem Consultants & Engineers Pvt. Ltd.
Contact: 8177930096
Mail: cgu5@bectormi.com

Darshan Desadla

Regards,
Darshan Desadla
(BE Chemical)

Roll no : 19CH008

Thanking you!

With Regards

Prof. P M Warke (+91-9823103089)

pmwarke@aissmscoe.com, pramowa22@gmail.com

Assistant Professor and Coordinator

Department of Chemical Engineering

AISSMS College of Engineering

Kennedy Road, Near RTO Office

Pune-411001

Dear Darshan,

On behalf of Bectochem Consultants & Engineers Pvt Ltd , I am excited to extend an offer to you for an internship position within our Procurement Department. This position is located in Pune.

- This position is scheduled to begin on 6th March 2023 and will be a six-month paid internship opportunity ending on 5th September 2023. The schedule for this position is After office Hours . This position will pay monthly. In this role, you will report directly to Procurement Head . This offer is contingent upon the successful completion of Internship. Please be sure to bring ID Proofs, Educational , with you on your first day to complete your profile.

During your temporary employment with Bectochem Consultants and Engineers Pvt Ltd , you may have access to trade secrets and confidential or proprietary business information belonging to Bectochem Consultants and Engineers Pvt Ltd. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Bectochem Consultants and Engineers Pvt Ltd. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Bectochem Consultants and Engineers Pvt Ltd.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact Ravina Khot - 8177930096 in our HR department. Please review this letter in full, and sign and return it via EMAIL to cgu5@bectorrml.com to confirm your acceptance of the position no later than close of business on 1st March 2023. We look forward to having you begin your career at and wish you a successful internship. Welcome to our team!

Accept the above offer and will begin the internship position on 6th March 2023.

Regards,
Ravina Khot
Bectochem Consultants & Engineers Pvt. Ltd.
Contact: 8177930096
Mail: cgu5@bectorrml.com

Darshan Desadla

2022 - 23

Gmail

Hemlata Kamble <hlkamble@aissmscoe.com>

Fwd: Selected Candidate List

1 message

Prashant Warke <pmwarke@aissmscoe.com> Tue, May
To: "H. L. Kamble" <hlkamble@aissmscoe.com>, kbgandhi <kbgandhi@aissmscoe.com>

Dear Madam & Sir,

PF here selection/ placement proof of our Five BE Chemical students of (2022-23) batch for the NBA & NAAC purposes.

---------- Forwarded message ---------
From: **Prashant Warke** <pmwarke@aissmscoe.com>
Date: Wed, Mar 29, 2023 at 5:50 PM
Subject: Fwd: Selected Candidate List
To: < >, Vikram Shinde < >, < >, < >
Cc: <ssbarkade.scoe@sinhgad.edu>, <ssgandhi@mitaoe.ac.in>, <sunita.patil@dypiemr.ac.in>, Venkat Mane <vsmane@kkwagh.edu.in>, <placements@aissmscoe.org>, AISSMSCOE <placements@aissmscoe.com>, Chemical Head <chem.hod@aissmscoe.com>

To,

Team Members for group Campus Recruitment Drive- 2023,
Laxmi Organic Industries Limited, M. I. D. C. Mahad
Corporate Office, Mumbai

Dear Sirs,

Good afternoon &

Greetings from AISSMS COE, Pune.

On behalf of AISSMS COE, Pune, host for the group Campus Recruitment Drive-2023, **it gives us immense pleasure to express our gratitude and appreciation t** the conduction of the placement drive successfully for (26) number of appeared candidates of BE Chemical (2022-23) from various Institutes and selection of candid Apprentice Engineer positions and thereafter on job role in esteemed Organization:**Laxmi Organic Industries Limited**. It was conducted smoothly and easily that n expertise to conduct aptitude, technical tests and interviews. It was a great experience for all of us.

Thank you once again and **Heartiest Congratulations** to the candidates on their achievement of selection. We wish them the best for their future career endeavours a a success for the completion of apprenticeship in a few months to get promoted to the job role positions.

We would like to continue the same rapport with your Organization in the coming years.

Thanking you.

With regards:

Prof. Prashant M. Warke

Assistant Professor and

Coordinator- Centre for Information, Training and Placement (CITP),

Industry- Institute Interaction Cell of the Institute, NAAC Criteria III, NBA

Criteria VII, **Mentor 'Standards' Club under BIS, Pune**

Lab. I/C. 'MO', Member -FE/SE Admissions Committee

and Subjects (UG & PG) Chairman-BOS Chemical Engineering SPPU, Pune

(Department of Chemical Engineering)

AISSMS COE, Pune- 411001.

Contact: Cell Ph. No. 9823103089/ Ph. No. (Office) 020-2605 8587, 2605 7660, 2605 8342- **Extn. 1220. URL: www.aissmscoe.com**

Email: pmwarke@aissmscoe.com,

pramowa22@gmail.com, scopechemical22@gmail.com

Vision of the Institute: Service to society through quality education

Department of Chemical Engineering,

I. Vision:

To be a leader in Chemical Engineering education providing service to society

2. **Mission:**

1. To prepare graduates for **responsible positions** in chemical industry, academia and research
2. To prepare graduates to **analyze and solve problems** of chemical industry, academia and research

3. Program Educational Objectives (PEOs)

1. **Competency:** To prepare competent graduates in Chemical Engineering so that they are successful in their professional career in industry, academia or rese
2. **Problem Solving Skills:** To prepare graduates who can identify, analyze, research and solve Chemical Engineering problems of practical importance to ind or research
3. **Leadership Skills:** To prepare graduates with effective communication, teamwork and leadership skills so that they can play effective role in industry, academia and research institutes.

---------- Forwarded message ---------
From: **AISSMSCOE Placements** <placements@aissmscoe.com>
Date: Tue, Mar 28, 2023 at 5:58 PM
Subject: Fwd: Selected Candidate List
To: Prof P M Warke <pmwarke@aissmscoe.com>

Prof (Dr) A V Waghmare
Associate Professor, Mechanical Engineering
Head, Centre for Information Training and Placement
AISSMS College of Engineering, Pune-1
+91 9096 120365, www.aissmscoe.com | www.avwaghmare.in | https://www.linkedin.com/in/avinashwaghmare
Vision: Service to society through quality education

---------- Forwarded message ---------
From: < >
Date: Fri, Mar 24, 2023 at 5:21 PM
Subject: Selected Candidate List
To: placements@aissmscoe.com <placements@aissmscoe.com>

Dear Sir,

PFA

Manager – HR (Plant)

LAXMI ORGANIC INDUSTRIES LTD
Plot No. B2, MIDC Mahad, Dist Raigad-402302, India
T +91-2145-662800 / Extn. 294 F +91-2145-233418 www.laxmi.com

LAXMI ORGANIC INDUSTRIES LTD
Plot No. B2, MIDC Mahad, Dist Raigad-402309, India
T +91-2145-662800 / F +91-2145-233418 www.laxmi.com

"This email message is legally privileged, confidential and is for the use of the individual or entity to whom it is addressed. If you are not the addressee please do not disclose, copy, circulate or in any o information contained in this transmission. Such unauthorised use may be unlawful. If you have received this message in error, please notify us immediately by email and delete the message. If you ar recipient you must not copy this message or attachment or disclose the contents to any other person. Thank you."

Thanking you!

With Regards

Prof. P M Warke (+91-9823103089)

pmwarke@aissmscoe.com, pramowa22@gmail.com

Assistant Professor and Coordinator

Department of Chemical Engineering

AISSMS College of Engineering

Kennedy Road, Near RTO Office

Pune-411001

Pune Selected Candidate.xlsx
9K

Sr.No	Candidate First Name	Candidate Last Name	College Name	Remark
1	Sukanya	Belhekar	DY Patil Pune	Selected
2	Sakshi	Rane	DY Patil Pune	Selected
3	Shraddha	Shrirao	AISSMS COE	Selected
4	Prachi	Julme	AISSMS COE	Selected
5	Tejal	Khandalkar	MIT AOE	Selected
6	Tejaswini	Wadhave	MIT AOE	Selected
7	Sakshi	Chakkarwar	MIT AOE	Selected
8	Ekta	Singanjude	Sinhgad College of Engineering	Selected
9	Aarti	Divate	AISSMS COE	Selected
10	Harshada	Giradkar	MIT AOE	Selected
11	Prajakta	pharate.	AISSMS COE	Selected
12	Shweta	Nainwad	AISSMS COE	Selected

2022-23

22-23

22-23

22-23

22-23

awfis

where work meets life

Shweta Nainwad

Laxmi Organic Industries Ltd

Coworking-Empire Tower Airoli

Gmail

Hemlata Kamble <hlkamble@aissmscoe.com>

Fwd: Job Offer for Trainee Engineer-CED position

1 message

Prashant Warke <pmwarke@aissmscoe.com> Tue, May 2, 2023 at 8:01 PM
To: "H. L. Kamble" <hlkamble@aissmscoe.com>, kbgandhi <kbgandhi@aissmscoe.com>
Cc: Chemical Head <chem.hod@aissmscoe.com>, AISSMSCOE Placements <placements@aissmscoe.com>

Dear Madam & Sir,

PF here an forwarded email regarding the placement/ offer for our student Sanjay Mohakud, BE Chemical (2022-23) batch. Also, Swapnil Yadav of the same class has been placed in the same Company on Proposal Engineering position. This information is for NBA & NAAC purposes.

---------- Forwarded message ---------
From: **HYPRO SDR** < >
Date: Fri, Apr 14, 2023 at 12:31 PM
Subject: Job Offer for Trainee Engineer-CED position
To: <sanjaymohakud17@gmail.com>
Cc: < >, < >, Prashant Warke <pmwarke@aissmscoe.com>

Hello Sanjay,

Greetings!!!

Congratulations!!! We have been impressed with your background and would like to formally offer you the position of Trainee Engineer-Chemical Engineering & Design.

We are offering you a stipend of Rs. 25000/- Monthly (Statutory Deduction Applicable).

Additional Rs 50,000 bonus for completion of 2 years to be paid at end of 3rd year of continuous employment but not serving notice period.

In addition to that, you will also have Personal Accidental Insurance cover of Rs. 2 Lakh. Your joining date will be Monday, 17/04/2023.

We would like to have your response by Today EOD. In the meantime, please feel free to contact me via email or phone.

We are all looking forward to having you on our team.

Note-

- After acceptance of offer if candidate deny to join the company on any circumstances, then he will have to pay 10% of CTC, considering time wasted to hire other potential candidate

Best Regards,

Executive-Support & Development Resources

For **Hypro Engineers Pvt. Ltd.**

(ISO certified 9001:2015)

Hypro™
Synonym of **TRUST**

Excellence in Hygienic Process Solutions

M: + **W:** www.hypro.co.in

Corporate Office :Office 3, 4,5 & 6, Bavdhan Pune-Paud Highway,|**Factory** :Gat 225, 251 to 255 At post Kalamshet,

Mantri Lavendula Building, Pune 411021 |Off Pune Mulshi Highway Taluka Mulshi,
Pune 412108

WE ARE
GREAT PLACE TO WORK - CERTIFIED™
Building and sustaining High-Trust, High-Performance Culture™

Great Place To Work. Certified DEC 2021-DEC 2022 INDIA

Thanking you!

With Regards

Prof. P M Warke (+91-9823103089)

pmwarke@aissmscoe.com, pramowa22@gmail.com

Assistant Professor and Coordinator

Department of Chemical Engineering

AISSMS College of Engineering

Kennedy Road, Near RTO Office

Pune-411001

OSWAL
INFRASTRUCTURE LIMITED

HEADQUARTER
1323, 13th Floor, Swati Clover, Nr. Shilaj Circle,
Sardar Patel Ring Rd., Thaltej, Ahmedabad - 380054.
Gujarat, India.
T : +91 85111 05777 · E : sales@oswalinfra.com
GST : 24AACCO1639E2ZS

29/08/2023

OIL/HR/PD/EAL/021/2023

Mr. Onkar Shripad Chafekar
Sarswati Nagar,
Near KGDM College Road,
Niphad Tal. Niphad,
Dist.: Nashik,
Maharashtra - 422303.

Subject: GET Appointment Letter

Dear Mr. Onkar,

This is with reference to your application and subsequent interview with us. We are pleased to inform you that you have been selected as GET & your joining date would be **01/09/2023** and working location is at **Corporate Office,1323,13th Floor, Swati Clover, Near Shilaj circle, SP Ring Road, Ahmedabad, Gujarat**. We have pleasure in welcoming you and hopeful of your long and fruitful years of engagement/Appointment with us. The terms and conditions of your engagement/Appointment are as below.

ELEMENTIS

Connect. Grow. Make An Impact

Plot No. T-29 & T-29(Part), Taloja Indl. Area,
Ghot & Tondre, MIDC Panvel,
Raigadh - 410208, Maharashtra, India.
www.elementis.com

Name : Sumeet Patil

Desg. : Officer Production

D.O.B. 02-09-1997 D.O.J. 22/09/2022

Empl. Code : 922649.Blood Grp. : B+ve

Mobile No. : 8390639987

Authorised Signatory

Instructions

1) This identity card is under Factory Act Sec.101
2) This card is non-transferable. This card should be produced whenever demanded by competent authority.
3) Report loss of this card immediately to Personnel Department.
4) Cost of the duplicate card will be recovered from the employee.
5) Submit this card to issuing authority on cessation of employment.

Residential Address :

A/30 Pramukh Park Society

Gadkhol Patiya Ankleshwar 393001

Emergency Mobile No. : 9824729483

ADITYA BIRLA

UltraTech

April 10, 2023

Ms. Maithili Deshmukh,
Khamgaon

Letter of Intent

Dear Ms. Maithili Deshmukh,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **Sales Executi** **at Job Band 11.** You will be based at **Pune** and will report to **Sales Manager.**

Your annual CTC is **Rs. 5,60,000 /-.** A copy detailing your compensation is enclosed. We expect you to join us by **25th April 2023** the below mentioned address:

UltraTech Cement Limited
#5, Embassy Links, Cunningham Road,
Vasantha Nagar, Bangalore 560 052

A detailed appointment letter will be issued to you on joining. In the event of your inability to get on board, this offer shall be revoked and cancelled.
Kindly note that this offer is valid subject to satisfactory results of your reference and antecedent checks as well as clearance of your medical reports.

On joining, you will be required to submit the following documents for our records:

1. Education certificates
2. Experience certificates
3. Relieving letter from your last employer
4. 5 recent passport size colour photographs
5. Date of Birth proof
6. Address and Identity proof – PAN Card (Mandatory)

Kindly sign a duplicate copy of this letter as an acknowledgement of your acceptance of this offer and send the same back to us.
We look forward to a mutually beneficial association.

With best wishes,

UltraTech Cement Limited
For **Building Product Division**

Hamsini R

Hamsini Ramamurthy
Zonal Head - Human Resource

Compensation & Benefits Structure (Strictly Confidential)

Name	Maithili Deshmukh	Function	Sales
Designation	Officer	Job Band	11
Location	Pune	Effective from	Date of Joining
Component	Quantum	Remarks	
Base Salary (A)	252012	This is paid on a monthly basis and is subject to tax as per the prevailing Income Tax rules. HRA & Retirement benefits are linked to it.	
Allowances & Reimbursements (B)	93120	This is total of Allowances	
LTA	15000	This covers reimbursement for travel on leave within India. It is governed by the IT Act. It can be claimed upon submission of the original bill and tickets. An employee needs to avail minimum 6 days of leaves inclusive of holidays.	
Education Allowance	2400	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.	
Uniform Allowance	12000	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.	
Special Allowance	63720	This amount is paid as part of salary on monthly basis	
Perks & Benefits (C)	0	This is total of Benefits	
Retrials (D)	42363	This is total of Retrials	
Provident Fund	30241	The employer contributes to the extent of 12% of basic salary. Similar amount is deducted from employee's basic salary as employee's contribution. An employee can increase his / her PF contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF).	
Gratuity	12122	This is governed by the Gratuity Rules of the company.	
Housing (E)	126006	This is total of Housing	
House Rent Allowance	126006	This is the annual valuation of benefit provided to the employee.	
TGVP (F)	46499	The amount shown is the Target Variable Pay for the performance period April to March and is payable every year in July. The employee needs to be on the rolls of the company on 31st March of the respective performance period to become eligible for payment for the pro-rate period of his association with the company. In case an employee resigns within one year of joining, the amount paid would be recovered. This amount is based on performance of the Business, Unit / Zone & Individual and is based on the Kitty.	
Guaranteed Cash Compensation	345132	Base + Allow/Remb (A+B)	
Fixed Compensation w/o Housing	387495	Guaranteed Cash+Perks & Ben (A+B+C+D)	
Fixed Compensation	513501	Guaranteed Cash+Perks & Ben (A+B+C+D+E)	
Target Cost to Company	560000	Fixed Comp. + Bonus (A+B+C+D+E+F)	

Other Perks & Benefits (not valued)

Mobile Phone: Only Official calls subject to Internal Policy will be reimbursed, The company doesn't provide Mobile Instrument.

Hospitalization Insurance: An employee could cover self, his/her spouse, dependent parents and 2 children. An employee can include a max of 5 dependent.

Accident Insurance : As per company policy

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Hamini.R

Authorized Signatory

ADITYA BIRLA

UltraTech

April 10, 2023

Mr. Pranav Jadhav,
Maharashtra

Letter of Intent

Dear Mr. Pranav Jadhav,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **Sales Executive at Job Band 11.** You will be based at **Pune** and will report to **Sales Manager.**

Your annual CTC is **Rs. 5,60,000 /-.** A copy detailing your compensation is enclosed. We expect you to join us by **25th April 2023** at the below mentioned address:

UltraTech Cement Limited
#5, Embassy Links, Cunningham Road,
Vasantha Nagar, Bangalore 560 052

A detailed appointment letter will be issued to you on joining. In the event of your inability to get on board, this offer shall be revoked and cancelled.
Kindly note that this offer is valid subject to satisfactory results of your reference and antecedent checks as well as clearance of your medical reports.

On joining, you will be required to submit the following documents for our records:

1. Education certificates
2. Experience certificates
3. Relieving letter from your last employer
4. 5 recent passport size colour photographs
5. Date of Birth proof
6. Address and Identity proof – PAN Card (Mandatory)

Kindly sign a duplicate copy of this letter as an acknowledgement of your acceptance of this offer and send the same back to us.
We look forward to a mutually beneficial association.

With best wishes,

UltraTech Cement Limited
For **Building Product Division**

Hamsini.R

Hamsini Ramamurthy
Zonal Head - Human Resource

Pranav Dilip Jadhav.

UltraTech CEMENT
The Engineer's Choice

UltraTech Cement Limited
(Central Marketing Office)
Ahura Centre, A-Wing, 1st Floor,
Mahakali Caves Road,
Andheri (E), Mumbai - 400093.

Tel. +91 22 66917360
Fax +91 22 66917361
Website www.ultratechcement.com
CIN NO. L26940MH2000LC128420

Regd. Office:
Ahura Centre, B-Wing, 2nd Floor,
Mahakali Caves Road,
Andheri (E), Mumbai - 400093.

Scanned with CamScanner

Compensation & Benefits Structure (Strictly Confidential)

Name	Pranav Jadhav	**Function**	Sales
Designation	Officer	**Job Band**	11
Location	Pune	**Effective from**	Date of Joining

Component	Quantum	Remarks
Base Salary (A)	**252012**	**This is paid on a monthly basis and is subject to tax as per the prevailing Income Tax rules. HRA & Retirement benefits are linked to it.**
Allowances & Reimbursements (B)	**93120**	**This is total of Allowances**
LTA	15000	This covers reimbursement for travel on leave within India. It is governed by the IT Act. It can be claimed upon submission of the original bill and tickets. An employee needs to avail minimum 6 days of leaves inclusive of holidays.
Education Allowance	2400	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Uniform Allowance	12000	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Special Allowance	63720	This amount is paid as part of salary on monthly basis
Perks & Benefits (C)	**0**	**This is total of Benefits**
Retrials (D)	**42363**	**This is total of Retrials**
Provident Fund	30241	The employer contributes to the extent of 12% of basic salary. Similar amount is deducted from employee's basic salary as employee's contribution. An employee can increase his / her PF contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF).
Gratuity	12122	This is governed by the Gratuity Rules of the company.
Housing (E)	**126006**	**This is total of Housing**
House Rent Allowance	126006	This is the annual valuation of benefit provided to the employee.
TGVP (F)	**46499**	**The amount shown is the Target Variable Pay for the performance period April to March and is payable every year in July. The employee needs to be on the rolls of the company on 31st March of the respective performance period to become eligible for payment for the pro-rate period of his association with the company. In case an employee resigns within one year of joining, the amount paid would be recovered. This amount is based on performance of the Business, Unit / Zone & Individual and is based on the Kitty.**
Guaranteed Cash Compensation	**345132**	**Base + Allow/Remb (A+B)**
Fixed Compensation w/o Housing	**387495**	**Guaranteed Cash+Perks & Ben (A+B+C+D)**
Fixed Compensation	**513501**	**Guaranteed Cash+Perks & Ben (A+B+C+D+E)**
Target Cost to Company	**560000**	**Fixed Comp. + Bonus (A+B+C+D+E+F)**

Other Perks & Benefits (not valued)

Mobile Phone: Only Official calls subject to Internal Policy will be reimbursed, The company doesn't provide Mobile Instrument.

Hospitalization Insurance: An employee could cover self, his/her spouse, dependent parents and 2 children. An employee can include a max of 5 dependents.

Accident Insurance : As per company policy

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Hamsini.R

Authorized Signatory

Pranav Dilip Jadhav

Scanned with CamScanner

July 10, 2023

Mr. Chandan Mahendra Chavhan,
Pune,

Letter of Intent

Dear Mr. Chandan Mahendra Chavhan,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **Sales Executi** **at Job Band 11.** You will be based at **Pune** and will report to **Sales Manager.**

Your annual CTC is **Rs. 5,60,000 /-.** A copy detailing your compensation is enclosed. We expect you to join us by **5th Aug 2023** at the below mentioned address:

UltraTech Cement Limited
#5, Embassy Links, Cunningham Road,
Vasantha Nagar, Bangalore 560 052

A detailed appointment letter will be issued to you on joining. In the event of your inability to get on board, this offer shall be revoked and cancelled.
Kindly note that this offer is valid subject to satisfactory results of your reference and antecedent checks as well as clearance of your medical reports.

On joining, you will be required to submit the following documents for our records:

1. Education certificates
2. Experience certificates
3. Relieving letter from your last employer
4. 5 recent passport size colour photographs
5. Date of Birth proof
6. Address and Identity proof – PAN Card (Mandatory)

Kindly sign a duplicate copy of this letter as an acknowledgement of your acceptance of this offer and send the same back to us.
We look forward to a mutually beneficial association.

With best wishes,

UltraTech Cement Limited
For **Ready Mix Concrete Division**

Gautam Sharma
Zonal Head - Human Resource

Compensation & Benefits Structure (Strictly Confidential)

Name	Chandan Mahendra Chavhan	**Function**	Sales
Designation	Sr. Officer	**Grade**	11
Location	Pune	**Effective from**	Date of Joining

Component	Quantum	Remarks
Base Salary (A)	**252012**	**This is paid on a monthly basis and is subject to tax as per the prevailing Income Tax rules. HRA & Retirement benefits are linked to it.**
Allowances & Reimbursements (B)	**93120**	**This is total of Allowances**
LTA	15000	This covers reimbursement for travel on leave within India. It is governed by the IT Act. It can be claimed upon submission of the original bill and tickets. An employee needs to avail minimum 6 days of leaves inclusive of holidays.
Education Allowance	2400	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Uniform Allowance	12000	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Special Allowance	63720	This amount is paid as part of salary on monthly basis
Perks & Benefits (C)	**0**	**This is total of Benefits**
Retrials (D)	**42363**	**This is total of Retrials**
Provident Fund	30241	The employer contributes to the extent of 12% of basic salary. Similar amount is deducted from employee's basic salary as employee's contribution. An employee can increase his / h[illegible] contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF).
Gratuity	12122	This is governed by the Gratuity Rules of the company.
Housing (E)	**126006**	**This is total of Housing**
House Rent Allowance	**126006**	This is the annual valuation of benefit provided to the employee.
TGVP (F)	46499.40	The amount shown is the Target Variable Pay for the performance period April to March and is payable every year in July. The employee needs to be on the rolls of the company on 31st March of the respective performance period to become eligible for payment for the pro-rate period of his association with the company. In case an employee resigns within one year of joining, the amount paid would be recovered. This amount is based on performance of the Business, Unit / Zone & Individual and is based on the Kitty.
Guaranteed Cash Compensation	**345132**	**Base + Allow/Remb (A+B)**
Fixed Compensation w/o Housing	**387495**	**Guaranteed Cash+Perks & Ben (A+B+C+D)**
Fixed Compensation	**513501**	**Guaranteed Cash+Perks & Ben (A+B+C+D+E)**
Target Cost to Company	**560000**	**Fixed Comp. + Bonus (A+B+C+D+E+F)**

Other Perks & Benefits (not valued)

Mobile Phone: Only Official calls subject to Internal Policy will be reimbursed, The company doesn't provide Mobile Instrument.

Hospitalization Insurance: An employee could cover self, his/her spouse, dependent parents and 2 children. An employee can include a max of 5 depend[illegible]

Accident Insurance : As per company policy

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Authorized Signatory

KHED CITY
KALYANI

KHED ECONOMIC INFRASTRUCTURE PRIVATE LIMITED

CIN - U45203PN2008PTC131242

Ref: KEIPL/HR/2023

24.08.2023

Mr. AJAY KOLI
LIC Colony, Naik Chowk
Latur - 413512

Sub: OFFER LETTER

Dear Mr. Ajay,

With reference to our discussions regarding a possible work opportunity, we are pleased to offer you the position of **"Jr. Officer - Projects (Contracts)"** in our organization.

1. You shall be paid annual salary of **Rs. 3,00,000/-** CTC, break-up of which is annexed hereto.
2. Your appointment letter will be provided to you on your joining.
3. You are requested to join our organization **on or before 1st September, 2023.**
4. You are requested to bring along and submit your documents relevant to your education, experience and date of birth on your joining us.

We look forward to your joining our organization.

Yours sincerely

For Khed Economic Infrastructure Pvt Ltd

Badal Awate
Asst. General Manager – HR

KHED ECONOMIC INFRASTRUCTURE PVT. LTD. * PUNE

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vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune - 411013, India
CIN - U74900PN2013PTC147547 | GSTIN - 27AAECV4702H2ZD

Building Better Smarter Faster is in our DNA | info@vconstruct.in | www.vConstruct.com

REF: VCON-U2/VB-OL/0823/038 **28th August 2023**

Dear Shivraj Deshmukh,

Sub: **Employment offer**

Welcome to the vConstruct family!

We are pleased to offer you the position of **Associate Project Engineer - VB at Pune.**

Join us in our journey of transforming the construction industry by the use of technology. We strive to offer a work environment where people are driven by purpose, have the freedom to experiment and can express themselves. Respect for the Individual and Change the World are our two core beliefs that you will find fundamental to all our actions.

As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

- **Compensation package:** Annual compensation of Rs. 4,50,000/- (Rupees Four Lakhs & Fifty Thousand Only) per annum subject to income tax and other statutory deductions. Please see Annexure 1 for detailed salary breakup. Your salary is confidential and cannot be shared with anyone except your Business Unit Lead and HR. You are expected to maintain confidentiality of your offer.

- The performance review cycle is April to March each year. Employees joining on or before 30th September will be eligible for the annual performance review process. You will be eligible for salary revision in April 2025.

- **Variable Pay:** is a discretionary performance bonus paid out once a year. The variable pay is determined based on the company achieving the goals and objectives for the year as well as individual performance. Employee must be on roll during disbursement of variable pay. It is subject to your joining date and will be paid on pro-rata basis.

- **Gratuity**: On completion of five years of service with the Company you will be eligible for gratuity as per the Payment of Gratuity Act.

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vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune - 411013, India
CIN - U74900PN2013PTC147547 | GSTIN - 27AAECV4702H2ZD

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- Your appointment is subject to your positive background verification check and submission of all required documents as per company policy. In case of failure, this offer will stand null and void.

- Your **notice period** is **two calendar months** from the date of resignation.

This offer letter is valid till **31st August 2023**. As agreed by you, your joining date will be **4th September 2023**; in case you do not join till that date, this offer will be automatically cancelled.

Please send a signed copy of this letter indicating your acceptance to join vConstruct and carry the following original documents along with their softcopies on the day of your joining. The joining formalities and induction will be carried out at our **Pune office**.

(1) All your academic certificates and mark sheets
(2) Other certification if any
(2) Experience/ relieving letters from all past employers (if applicable)
(3) Latest salary slips from your previous organization (if applicable)
(4) Proof of address
(5) PAN Card & Aadhar Car

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vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune - 411013, India
CIN - U74900PN2013PTC147547 | GSTIN - 27AAECV4702H2ZD

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Annexure -1

Name	Shivraj Deshmukh	
Designation	Project Engineer - VB	
FIXED SALARY		
Salary Components:	**INR per month**	**INR per annum**
Basic	15,000	180,000
House Rent Allowance	7,500	90,000
Education Allowance	200	2,400
Leave Travel Allowance	1,500	18,000
Misc. Allowance	8,000	96,000
Gross Pay:	**32,200**	**386,400**
Employer's contribution to PF	1,800	21,600
Fixed Salary Total	**34,000**	**408,000**

VARIABLE PAY*		
	INR per month	**INR per annum**
Annual Performance Bonus	NA	20,000
*This is a one time payment UP-TO the amount mentioned, subject to individual and company's performance upon completion of one year and will be paid to only those employees who continue to be on the payroll of the organization at the time of disbursement.		

REIMBURSEMENTS**		
	INR per month	**INR per annum**
Phone bill Reimbursment	1,000	12,000
Health Reimbursment	NA	10,000
**based on the actuals, upto the amount mentioned above		

STATUTORY DEDUCTIONS FROM GROSS PAY		
	INR per month	**INR per annum**
Employee's contribution to PF	1,800	21,600
Professional Tax	200	2,500
Tax Deducted at Source (TDS)	As per Income Tax Rules	

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vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune - 411013, India
CIN - U74900PN2013PTC147547 | GSTIN - 27AAECV4702H2ZD
Building Better Smarter Faster is in our DNA | info@vconstruct.in | www.vConstruct.com

Conditions of Hire:

Your employment will be subject to the following pre-conditions

- You obtain a clear discharge from your present employer. (in-case you were employed before joining us.
- Successful completion of background verification.
- You are required to bring the experience/relieving letter from your last employer on your date of joining. In case you do not have the same, you may submit the Relieving letter approved by your last employer with the last working day mentioned in it. But do note that the experience letter should be submitted to vConstruct HR not later than 45 days of your joining. In the event the document is not received within aforesaid period vConstruct reserves to take disciplinary actions which inter alia include termination from service without notice.
- All appointments are based on the information furnished by you in your employment application and all further declarations and undertakings, Hence, any false statement or information furnished as above will lead to your dismissal without notice.

We look forward to welcome you aboard.

Sincerely,

For **vConstruct Pvt Ltd**

DocuSigned by:
Durga Saripally
F641A6AB4C34445...

Durga Saripally
Operations Manager

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

Signed: Date:

sgurr energy
Sustainable Engineering Worldwide

Ref: 23-24/SE/HR/433
Date: July 26, 2023

To,
Mr. Atharv Badave

Subject: Employment offer letter for the post of **Trainee Engineer**

Dear Mr. Atharv,

With reference to your discussions with us and the subsequent interview you had with us on we are pleased to offer you a position of **Trainee Engineer** with SgurrEnergy Pvt. Ltd.

As discussed you are expected to commence the new employment on July 25, 2023. Your annual cost to company (CTC) stands **INR 3,14,754/-**.as per below structure: -

Atharv Badave		**Monthly**	**Annual**
Salary Components - A	Basic	15,000	1,80,000
	HRA	1,500	18,000
	Special Allowances	4,500	54,000
Total A		**21,000**	**2,52,000**
Statutory Benefits - B	Provident Fund - Employers Contribution	1,800	21,600
	Gratuity	721	8,654
	Group Health Insurance	1,125	13,500
Total B		**3,646**	**43,754**
Variable Component - C	Annual Bonus		**19,000**
Total C			**19,000**
Total CTC (A+B+C)		**24,646**	**3,14,754**
Gross Salary		**21,000**	**2,52,000**
Deduction- D	Profession Tax (PT in Feb is INR 300)	200	2,500
	PF (Employee Contribution)	1,800	21,600
Sub Total (D)		**2,000**	**24,100**
In Hand Salary		19,000	2,27,900

*Bonus is paid on prorate basis during Diwali

sgurr energy
Sustainable Engineering Worldwide

Upon joining you will be required to submit copy of your passport size photograph, copies of your passing and employment certificates along with originals, identity proof and address proof which will be returned to you after verification.

The offer is subject to your being physically and medically fit to take up this job and you make your own arrangements of accommodation and transportation when stationed in Pune. Upon joining, you will be issued an appointment agreement that shall include the employment terms and benefits.

We expect to receive your acceptance with an acknowledgement within 3 days from the date of issue of this letter. In case we do not receive any communication, we shall assume that you are not interested in joining and our offer will automatically stand closed.

We indeed look forward to welcome you on board.

Regards,

Sgurr Energy Private Limited

Aditi Shedge
Manager - HR

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Sakshi Santosh Petkar,

We are pleased to offer you apprenticeship training in the **Chemical** division of **Thermax Limited at Pune.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Sakshi Santosh Petkar state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date:

THERMAX

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend** - During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation:** In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

THERMAX

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Sakshi Santosh Petkar state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: _____

THERMAX

ANNEXURE A

Dear Sakshi Santosh Petkar

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

SOBHA

PASSION AT WORK

SDL/HR/SN/29/6/23
07th June 2023

Mr. Vinay Gupta,
Shreeram Empire, Flat No D-505,
Dhanori Pune.

Dear Vinay Gupta,

Further to your final interview and discussions with us, we are pleased to offer you the position of **Management Trainee** with our company on mutually agreed terms and conditions subject to successful reference check & medical fitness.

We expect you to join on or before **19th June 2023** failing which this offer would be treated as withdrawn.

A detailed appointment letter will be issued to you upon joining.

You are requested to submit a few documents and information as mentioned in the Joining Formalities Checklist at the time of joining.

With warm regards we are looking forward for your association with our organization.

For Sobha Ltd.

Srinivas Shetty T
Senior General Manager-HR

ACCEPTED

SIGNATURE

Sobha Limited

Mr. Vinay Gupta

Management Trainee

Remuneration	Per Month Rs.	Annual Rs.
Basic	10,500.00	126,000.00
HRA	4,200.00	50,400.00
Conveyance	4,200.00	50,400.00
Others	2,100.00	25,200.00
Special Allowance	1,210.00	14,520.00
Site Allowance	4,000.00	48,000.00
Total Salary	**26,210.00**	**314,520.00**
Company contribution to P.F.	1,800.00	21,600.00
Gratuity (Payable as per Act)	504.81	6,057.69
Cost To the Company	**28,514.81**	**342,177.69**

Prepared By

Surya

Approved By

Srinivas Shetty

(Mr. Vinay Gupta)

*Apart from this you will be eligible for Group medical insurance for yourself, spouse and 2 Kids for 5,00,000 per annum premium will be paid by company

*you will also be eligible for Group personal Accident policy of 7,50,000 per annum premium will be paid by company

NIRMAL BUILDTECH INDIA PVT. LTD.

ENGINEERS & CONTRACTORS

Shop No. 1, Blue Heaven, Opp. Tirandaz Municipal School, I.I.T. Main Gate, Powai, Mumbai -400076.
Tel: 9930250938, E-mail: info@nirmalbuildtech.in **CIN U45200MH2007PTC172245**

Date: 25-05-2023

To,
Mr. Piyush Munesh Bari
139, Rath Chowk,
Balaji Peth, Jalgaon
Maharashtra - 425001

Subject: Appointment for post of Civil Engineer.

Dear Mr. Piyush Munesh Bari,

We are pleased to appoint you as a **Civil Engineer** with M/s. Nirmal Buildtech India Pvt. Ltd. on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 15.06.2023
You will be on probation period for first 1 Year.

2. Job title

Your job title will be **Civil Engineer.**

3. Salary

The salary structure enclosed is for Pune district region. (The salary with CTC 2.42 lacs / per annum will be for Pune district region, which includes EPF, ESIC and Profession Tax)
If you are transferred outside Pune district region, then your salary with CTC 3.0 lacs/per annum which includes EPF, ESIC, Profession Tax, food and accommodation.
(Salary structure for CTC 3.0 lacs / annum for PAN INDIA except Pune is enclosed.)

4. Place of Working

You must work **ANYWHERE IN INDIA.**

5. Hours of Work

You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

6. Leave/Holidays

6.1 Your long leave should be approved by Project Manager.
6.2 You should apply in advance for long leave.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

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

For NIRMAL BUILDTECH INDIA PVT. LTD

CHARANJIT SINGH AMARSINGH BHELLA

Digitally signed by CHARANJIT SINGH AMARSINGH BHELLA
Date: 2023.05.29 15:55:18 +05'30'

Salary Structure

Anywhere in India Except Pune District Region

	Working Salary in Hand	Working Salary Cost To Company
BASIC SALARY	22,095	22,095
HRA 5% Of Basic + Da	1,105	1,105
Gross Salary	23,200	23,200
DEDUCTION		
EPF (Staff Contribution 12% on 15000)	1,800	1,800
ESIC (Staff Contribution 0.75%)	NA	NA
Profession Tax	200	
Net Salary in Hand	**21,200**	
Net Salary Cost to Company		**25,000**

Salary Structure

For Pune District Region

	Working Salary in Hand	Working Salary Cost To Company
BASIC SALARY	16,962	16,962
HRA 5% Of Basic + Da	848	848
Gross Salary	17,810	17,810
DEDUCTION		
EPF (Staff Contribution 12% on 15000)	1,800	1,800
ESIC (Staff Contribution 0.75%)	134	579
Profession Tax	200	
Net Salary in Hand	**15,676**	
Net Salary Cost to Company		**20,189**

IMS/ HRD -F/316 Rev.-00

Date: 17th July 2023

Mr. Devang Samir Tupe
Kumar Properties and Developers LLP

Appointment Letter

Dear Devang,

This is reference to your application and your subsequent interview you had with us. We are pleased to appoint you as **"Trainee Engineer"** in our Kumar Properties and Developers LLP – 47 East site with effect from **17th July 2023.** The other terms and conditions of your appointment are as given below:

1. You will be paid a consolidated salary of **Rs. 21100/- (Rupees: Twenty One Thousand Hundred)** per month.

2. Your appointment will be on probation for a period of twelve months from the date of your joining. If your services are not confirmed in writing on the completion of this period, the probation will be deemed to be extended by further period of six months. Even after at the end of probationary period your services would not automatically become permanent, but shall become permanent only after confirming it to you in writing by HR department.

3. During your probation period, your services can be terminated by giving **15 days notice** on either side without assigning any reason and giving any compensation. After confirmation, your services are liable to be terminated by giving **30 days notice** or one month pay in lieu of notice on either side.

4. The company shall be at liberty to terminate your employment without any notice or compensation if, any time during the period of your employment, you are found guilty of any act of disobedience, indiscipline, insubordination, incivility, insobriety, unauthorized absence, dishonesty, fraud or any other serious misconduct or neglect or incompetence in the discharging your duties or breach of any stipulation in this Appointment Letter or company's norms or if you become incapacitated or are adjudged insolvent beyond compound with the creditors.

5. You will be required to work at any of our site / factory / office in Pune or in any other office/site at any place and in any division, sub-division, branch or department of the company / or any other firm or company as the management may decide and for such work and duties as you may be assigned or directed from time to time and in all such cases you will have to arrange and meet the conveyance and all other expenses for reporting for duties.

Date: 26th July,2023.
Ref: ASP/260723/02

To,
Kapil Shalgar
28,shubham Palace, Chaitanya Nagar,
Dhankawadi, Pune 415002

Innovela
Building Solutions
Complexity simplified

Plot No. A/1, "Bharadwaj", Rag-Vilas Soc.,
North Main Road, Koregaon Park,
Pune (Maharashtra) India 411001
www.innovela.in

Subject: Offer Letter as Junior Detailer(Trainee).

Dear Kapil,

Further to the interviews you had with us, we are pleased to confirm the offer of employment as mentioned below with Innovela building Solutions Pvt. Ltd.

- Starting Date: 1st August,2023.
- Salary : **1.92 Lakhs per annum** + Bonus (Based on company/individual performance)

We look forward to working with you. We foresee your potential skills as a valuable contribution to our company and clients.

Should there be any issues, which requires clarification please do not hesitate to contact us.

Yours Faithfully

Aishvarya Purandare

Director

+91 9689 141416

aishvarya@innovela.in

Details of terms which apply to Kapil Shalgar to be employed by Innovela Building Solutions Pvt. Ltd.

The following are the specific terms and conditions of your employment with Innovela Building Solutions Pvt. Ltd.

1. RATE OF PAY

You will be employed as a **Junior Detailer (Trainee)** and you employment will commence on, **1st August,2023**. Your starting salary is **1,92,000/-per Annum**. Payment will be made by bank transfer at Bank Of India Koregaon Park Branch Pune. Deduction of taxes on per month basis will occur from your salary. You can provide us the details of investment, home loan etc. which will enable us to deduct proper tax amount.

2. PLACE OF WORK

Your base of employment is at A-1 Bhardwaj-Bunglow, Rag Vilas Hsg. Soc. 302 Koregaon Park ,Pune. You may occasionally be required to undertake training or development opportunities or to attend meetings which entail period away from place of work. If requirement arises, you may have to be on-site out from workplace for the duration of the project.

3. WORKING HOURS

Working hrs. for every day will be 9.00am to 6.30pm.(+/- 15mins.) Total working hrs. in a week shall be 44 hrs. excluding Lunch time and Tea Break.

However, working hours mentioned here are formal, as long as employees work with ownership of the projects/their tasks, those can be flexible with ensuring every individual.

4. LEAVE POLICY

Total no of leave will 15 days (1.25days per month on a cumulative basis).

Extra leaves availed than 1.25 days per month will be deducted from same month salary.

You can't avail more than 5 days leaves in a row (excluding Saturday and Sunday).

To avail more than 3 days leave it is compulsory to take approval from Management.

At the end of the year the balance leaves will be encashed.

Leave can't be forwarded for next year.

DocuSign Envelope ID: 2F51BA7B-2561-4415-B585-532640078371

vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune – 411013, India
CIN – U74900PN2013PTC147547 | GSTIN – 27AAECV4702H2ZD

Building Better Smarter Faster is in our DNA | info@vconstruct.in | www.vConstruct.com

REF: VCON-U2/VB-OL/0823/017 **4th August 2023**

Dear Akshita Patil,

Sub: **Employment offer**

Welcome to the vConstruct family!

We are pleased to offer you the position of **Associate Project Engineer - VB at Pune.**

Join us in our journey of transforming the construction industry by the use of technology. We strive to offer a work environment where people are driven by purpose, have the freedom to experiment and can express themselves. Respect for the Individual and Change the World are our two core beliefs that you will find fundamental to all our actions.

As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

- **Compensation package:** Annual compensation of Rs. 4,50,000/- (Rupees Four Lakhs and Fifty Thousand Only) per annum subject to income tax and other statutory deductions. Please see Annexure 1 for detailed salary breakup. Your salary is confidential and cannot be shared with anyone except your Business Unit Lead and HR. You are expected to maintain confidentiality of your offer.

- The performance review cycle is April to March each year. Employees joining on or before 30th September will be eligible for the annual performance review process. You will be eligible for salary revision in April 2024.

- **Variable Pay:** is a discretionary performance bonus paid out once a year. The variable pay is determined based on the company achieving the goals and objectives for the year as well as individual performance. Employee must be on roll during disbursement of variable pay. It is subject to your joining date and will be paid on pro-rata basis.

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vConstruct Private Limited
4th & 5th Floor, Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune – 411013, India
CIN – U74900PN2013PTC147547 | GSTIN – 27AAECV4702H2ZD
Building Better Smarter Faster is in our DNA | info@vconstruct.in | www.vConstruct.com

Annexure -1

Name	Akshita Patil	
Designation	Associate Project Engineer - VB	
FIXED SALARY		
Salary Components:	**INR per month**	**INR per annum**
Basic	15,000	180,000
House Rent Allowance	7,500	90,000
Education Allowance	200	2,400
Leave Travel Allowance	1,500	18,000
Misc. Allowance	8,000	96,000
Gross Pay:	**32,200**	**386,400**
Employer's contribution to PF	1,800	21,600
Fixed Salary Total	**34,000**	**408,000**

VARIABLE PAY*		
	INR per month	**INR per annum**
Annual Performance Bonus	NA	20,000

*This is a one time payment UP-TO the amount mentioned, subject to individual and company's performance upon completion of one year and will be paid to only those employees who continue to be on the payroll of the organization at the time of disbursement.

REIMBURSEMENTS**		
	INR per month	**INR per annum**
Phone bill Reimbursment	1,000	12,000
Health Reimbursment	NA	10,000

**based on the actuals, upto the amount mentioned above

STATUTORY DEDUCTIONS FROM GROSS PAY		
	INR per month	**INR per annum**
Employee's contribution to PF	1,800	21,600
Professional Tax	200	2,500
Tax Deducted at Source (TDS)	As per Income Tax Rules	

Fwd: Selection of Freshers

1 message

AISSMSCOE Placements <placements@aissmscoe.com> Mon, 28 Aug 2023 at 16:30
To: Shilpi Bhuinyan <ssbhuinyan@aissmscoe.com>

Prof (Dr) A V Waghmare
Associate Professor, Mechanical Engineering
Head, Centre for Information Training and Placement
AISSMS College of Engineering, Pune-1
+91 9096 120365, www.aissmscoe.com | www.avwaghmare.in | https://www.linkedin.com/in/avinashwaghmare
Vision: Service to society through quality education

-------- Forwarded message --------
From: **AISSMSCOE Placements** <placements@aissmscoe.com>
Date: Thu, Aug 17, 2023 at 6:04 PM
Subject: Re: Selection of Freshers
To: Nikita Naik <nikita.naik@inergygroup.in>

Thanks for the update.

On Thu, 17 Aug 2023, 18:03 Nikita Naik, <nikita.naik@inergygroup.in> wrote:

> Dear Sir ,
>
> Below employee selected from Campus Interview
>
> 1. Civil – Ajay Bhosle
> 2. Electrical – Sai Pote , Yash Patil
>
> Package will be 3.50 L
>
> Additional Facilities - 2 L Mediclaim, GPA, Guest House , Food – Lunch,Breakfast, Dinner
>
> Site location – Patoda, Beed
>
> Date of Joining –will confirm soon
>
> Thanks & Regards,
>
> Nikita Naik
>
> +91-7020214890
>
> Assistant Manager – HR
>
> cid:image007.png@01D8776C.9379B570

Certified Skill Development (CSD) Training Program Offer

20-Oct-2023

Candidate ID: 26866508

Arbaj Balam Korabu
B.E. Civil Engineering
AISSMS College of Engineering, Pune

Dear **Arbaj Balam Korabu,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months.** Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective location of where the Training Program is conducted, and you would need to adhere with minimum

attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and CSD Training Program would be terminated if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your CSD Training Program would be terminated.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your CSD Training Program would be terminated.

5. After successful completion of your CSD Training Program, if there is a business demand which expects you to get skilled on a different skill set, you would be expected to get skilled in that required application, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed CSD Training Program period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the CSD Training Program. Adherence to Cognizant policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of this CSD Training Program without any notice. You would be required to complete Cognizant mandatory trainings such as Code of Conduct and AUP within the given timelines.

8. During the course of your CSD Training Program and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of this CSD Training Program.

9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the CSD Training Program period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this CSD Training Program shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD Training Program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this CSD Training Program Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the CSD Training Program within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this CSD Training Program Offer, your access and participation in the CSD Training Program shall stand terminated.

12. At the time of your reporting for the CSD Training Program, you will be required to sign a Non - Disclosure Agreement with the Cognizant. During the course of your CSD Training Program and after completion of the same, you are required to maintain strictest confidentiality with respect to Cognizant's proprietary or products that you access or come into contact with, during your project under this CSD Training Program, at all times as per our Policy. You shall not use Cognizant proprietary information or products for any purpose. Any breach of information security will be dealt as per Cognizant Policy.

13. This CSD Training Program Offer shall be **valid for 3 calendar days** from the date of this Offer, hence you are requested to accept or decline this CSD Training Program Offer **within 3 days** and are also requested to submit the mandatory documents **within 7 calendar days** from the day of accepting your CSD Training Program offer as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

14. For avoidance of doubt, it is herewith stated that the CSD Training Program shall stand cancelled on the below scenarios as well:
a. In the event of you accepting this CSD Training Program Offer but not joining into the CSD Training Program on the specified date and at specified location of onboarding.
b. In the event of you not accepting this CSD Training Program Offer or failing to communicate acceptance **within 3 calendar days** as stated above
c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to termination of this CSD Training Program Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your CSD Training Program has been terminated then your Letter of Intent would also be revoked.

You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

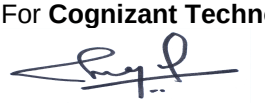
Below are the **mandatory documents** to be submitted as part of your **Background Verification:**
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre-joining formalities:**
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at https://campus2cognizant.cognizant.com/Pages/PreLogin

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AMVN470 **Date : 6 July 2023**

Dear **Abhijit Changdev Mundhe**,

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 19 July 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 : 19 July 2023

Training Period : **19 July 2023 to 28 July 2023**

On the Job Training Start Date: **29 July 2023**

On the Job Training End Date: **28 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

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 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 **19 July 2023.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor
675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ 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 you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

ANNEXURE

Sl. 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 (10th/12th 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)

hr@academor.com
+91 8310181740

Letter of Intent (LOI)

Superset ID: 3205681

Date: November 25, 2022

Dear INDRAJEET SUHAS DHUMAL,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AMVN466 **Date : 6 July 2023**

Dear **Prashik Nikhade**,

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 19 July 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 : 19 July 2023

Training Period : **19 July 2023 to 28 July 2023**

On the Job Training Start Date: **29 July 2023**

On the Job Training End Date: **28 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

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 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 **19 July 2023.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor
675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ 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 you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

ANNEXURE

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2.	Any one original certificate (10th/12th 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)

hr@academor.com
+91 8310181740

Nov 7, 2023

Ms. Shreya Sudhir Bhosale,
Satara,

Letter of Intent

Dear Ms. Shreya Sudhir Bhosale,

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **TM-TCS** at **Job Band 11.** You will be based at **Solapur** and will report to **RH Tech Cust. Solution.**

Your annual CTC is **Rs.5,60,000 /-.** A copy detailing your compensation is enclosed. We expect you to join us by **5th Dec 2023** at the below mentioned address:

UltraTech Cement Limited
#5, Embassy Links, Cunningham Road,
Vasantha Nagar, Bangalore 560 052

A detailed appointment letter will be issued to you on joining. In the event of your inability to get on board, this offer shall be revoked and cancelled.
Kindly note that this offer is valid subject to satisfactory results of your reference and antecedent checks as well as clearance of your medical reports.

On joining, you will be required to submit the following documents for our records:

1. Education certificates
2. Experience certificates
3. Relieving letter from your last employer
4. 5 recent passport size colour photographs
5. Date of Birth proof
6. Address and Identity proof – PAN Card (Mandatory)

Kindly sign a duplicate copy of this letter as an acknowledgement of your acceptance of this offer and send the same back to us.
We look forward to a mutually beneficial association.

With best wishes,

UltraTech Cement Limited
For **Cement Marketing Division**

Gautam Sharma
Zonal Head - Human Resource

Compensation & Benefits Structure (Strictly Confidential)

Name	Shreya Sudhir Bhosale	**Function**	Technical Services
Designation	Officer	**Grade**	11
Location	Solapur	**Effective from**	Date of Joining

Component	Quantum	Remarks
Base Salary (A)	**252012**	**This is paid on a monthly basis and is subject to tax as per the prevailing Income Tax rules. HRA & Retirement benefits are linked to it.**
Allowances & Reimbursements (B)	**93120**	**This is total of Allowances**
LTA	15000	This covers reimbursement for travel on leave within India. It is governed by the IT Act. It can be claimed upon submission of the original bill and tickets. An employee needs to avail minimum 6 days of leaves inclusive of holidays.
Education Allowance	2400	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Uniform Allowance	12000	This is paid on a monthly basis. It is not linked to any retirement benefits or any other element of compensation.
Special Allowance	63720	This amount is paid as part of salary on monthly basis
Perks & Benefits (C)	**0**	**This is total of Benefits**
Retrials (D)	**42363**	**This is total of Retrials**
Provident Fund	30241	The employer contributes to the extent of 12% of basic salary. Similar amount is deducted from employee's basic salary as employee's contribution. An employee can increase his / her PF contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF).
Gratuity	12122	This is governed by the Gratuity Rules of the company.
Housing (E)	**126006**	**This is total of Housing**
House Rent Allowance	**126006**	This is the annual valuation of benefit provided to the employee.
TGVP(F)	**46499**	**The amount shown is the Target Variable Pay for the performance period April to March and is payable every year in July. The employee needs to be on the rolls of the company on 31st March of the respective performance period to become eligible for payment for the pro-rate period of his association with the company. In case an employee resigns within one year of joining, the amount paid would be recovered. This amount is based on performance of the Business, Unit / Zone & Individual and is based on the Kitty.**
Guaranteed Cash Compensation	**345132**	**Base + Allow/Remb (A+B)**
Fixed Compensation w/o Housing	**387495**	**Guaranteed Cash+Perks & Ben (A+B+C+D)**
Fixed Compensation	**513501**	**Guaranteed Cash+Perks & Ben (A+B+C+D+E)**
Target Cost to Company	**560000**	**Fixed Comp. + Bonus (A+B+C+D+E+F)**

Other Perks & Benefits (not valued)

Mobile Phone: Only Official calls subject to Internal Policy will be reimbursed, The company doesn't provide Mobile Instrument.

Hospitalization Insurance: An employee could cover self, his/her spouse, dependent parents and 2 children. An employee can include a max of 5 dependents.

Accident Insurance : As per company policy

Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

Authorized Signatory

6:16 PM | 63.2KB/s

Jio Platforms Limited Recruitment 2023 : Selection Confirmation Mail for Jio Ignite Program

Inbox

Vartika.Chawla@ril.com 10 Jan
to Nilesh.Mahajan, Krishna.K...

Dear Candidate,

Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Ignite** program as a part of our Campus Recruitment Drives 2023.

Jio Ignite

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient and wait for the next mail.

Congratulations & looking forward to working with you J

99+

AISSMS COLLEGE OF ENGINEERING PUNE

H.O.D.
Computer Engg Dept
AISSMS COE Pune

Jio Platforms Limited Recruitment 2023 : Selection Confirmation Mail for Jio Ignite Program

Inbox

V

Vartika.Chawla@ril.com Jan 10

to Nilesh.Mahajan, Krishna.Ka...

Dear Candidate,

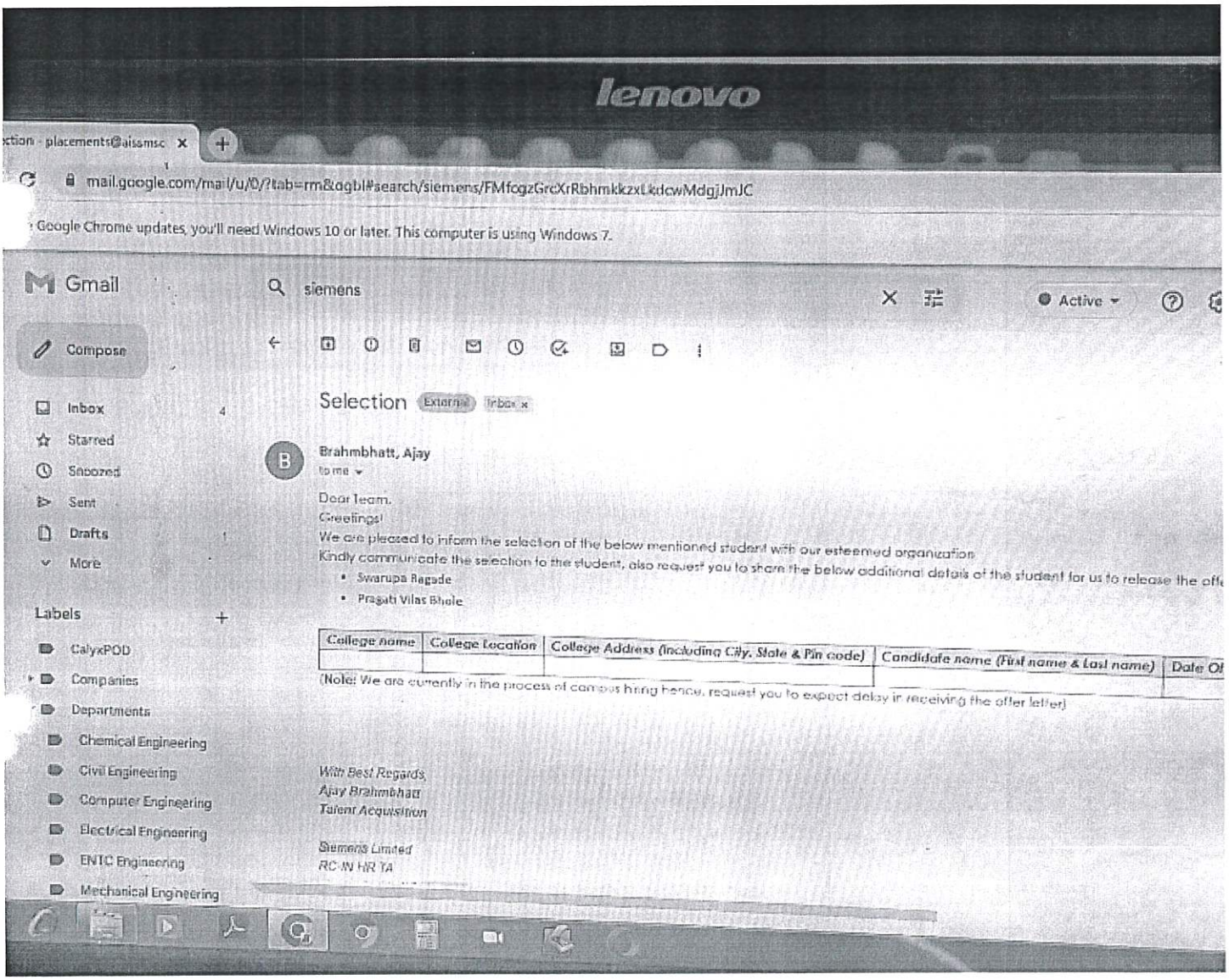
Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Ignite** program as a part of our Campus Recruitment Drives 2023.

Jio Ignite

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient and wait for the next mail.

AISSMS COLLEGE OF ENGINEERING PUNE



AISSMS COLLEGE OF ENGINEERING
PUNE

H.O.D.
Computer Engg Dept
AISSMS COE Pune

Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Atharva Abhay Bhosale	
Designation	Graduate Engineer Trainee	
Band	I	
	Monthly Amount (In INR)	**Annual Amount (In INR)**
Component (A)		
Basic Salary	13,854	166,250
Housing Rent Allowance	6,927	83,125
Management Allowance	15,117	181,406
Component (B) - Retirals [1]		
Provident Fund (Company Contribution)	1,800	21,600
Total Fixed Pay (A+B)	**37,698**	**452,381**
Component (C) - Target Incentive [2]		
Target Incentive is @ 5% of Fixed Pay	1,885	22,619
Total Target Cash [3] (Fixed Pay + Incentive)	**39,583**	**475,000**

House Rent Allowance (HRA) – 50% of Basic salary.

1. Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund

2. Target Incentive is inclusive of the interim bonus as payable under the statue. Incentive Pay-out will be subject to the incentive plan and framework as applicable to your role

3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit

Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.

Taxation:
All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)

Any additional payments as part of your offer

Joining Bonus (INR)	- You will be eligible for a one-time Joining Bonus of INR 25000/- , payable in the first month's payroll. The Joining Bonus is recoverable incase of resignation within 12 months from date of joining.

AISSMS COLLEGE OF ENGINEERING
PUNE

VOIS

13-December-2022

Atharva Abhay Bhosale
177Samata Park, Shahupurisatara, Maharashtra415002

Dear Atharva,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited.** The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON.** However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

Let's Solve

Dear Candidate,

We value your decision to consider this offer of employment from LTI. We look forward to our association and are firmly committed to creating a successful career for you.

Through this letter, we wish to draw your attention to an exciting corporate announcement about LTI. As you may be aware, L&T Group has a majority holding in both LTI and Mindtree. To bring in better coordination, synergy value, and enhanced customer benefits, the Boards of LTI and Mindtree have agreed to initiate merger proceedings between the two entities. The proposed merger will see both the organizations join strengths to create an IT services provider exceeding $3.5 Bn.

The combined entity will be called **LTIMindtree** leveraging the advantages of both the brands and creating value for all stakeholders. This merger will create a more distinctive employee value proposition, through a stronger portfolio across verticals, creating opportunities for employees to take on exciting, new projects and reach greater heights in their career with LTI.

This transaction is subject to shareholder and regulatory approvals, and the formal integration process will begin after the regulatory clearances are obtained, after which you will be an employee of **LTIMindtree (merged entity).** Until then, LTI and Mindtree will continue to operate as independent companies.

We are excited about synergies that this merger between LTI and Mindtree offers to all its stakeholders. When you join LTI, you will be a part of a dynamic workforce driven by a culture of innovation and growth.

We look forward to welcoming you onboard.

Regards,

Manoj Shikarkhane

Manoj Shikarkhane
Chief Human Resources Officer

AISSMS COLLEGE OF ENGINEERING PUNE

EMERSON

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

23-Jan-23

Mr. Pratik Pingale
Sr.No. 123, A-601 Amrutdhara, Near Sai Mandir,
Wadmukhwadi, Pune - 412105

Dear Mr. Pingale,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer Science)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

Pratik
(Pratik Pingale)

AISSMS COLLEGE OF ENGINEERING PUNE

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
Pratik Pingale	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
		Gross Salary	**56,021.00**	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	**Fixed CTC**	**725,000.00**		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	**802,358.00**		

Other Benefits

Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

AISSMS COLLEGE OF ENGINEERING PUNE

coditas

Coditas Solution LLP. | LLPIN:AAQ-6182

14/12/2022
Reference No: CS/HR/OFFER/AM/14122022

To,
Mr. Abhishek Mulik

INTERNSHIP + OFFER LETTER

Dear Abhishek,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our Company.

We would like to offer you a remuneration of **Rs.11,000** per month (incl. TDS). You are expected to join us in our office at Pune on **20th February 2023** and complete the necessary joining formalities.

Post the internship, we may offer you a permanent position with an updated remuneration of **Rs.6 LPA** and other benefits, the details of which are stated in the attached annexure.

This offer combines both an Internship and employment with Coditas, and it cannot be separated.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to your performance during the mentioned period, other records, and verification of documents submitted during your tenure. The decision made by the management regarding this would be final.
3. There will be no separate probation period, and your services will be confirmed after you successfully complete the internship program.
4. This position would require you to join and work from the office compulsorily.
5. Regular performance reviews will be done to assess your suitability during your internship. If your performance is not as per the satisfaction of the management, it can lead to termination of employment before the completion of 6 months of internship.
6. You can avail of the floater holidays as per the scheduled holiday calendar.
7. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
8. The validity of this offer is **2 days** from the date of the release of this offer letter.

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Aishwarya Pawar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Aishwarya Pawar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING
PUNE

Allscripts® | veradigm.

Ref: AI / REQ6530/ 2022

January 3, 2023
Ms Sadiya Abdul Rajjak Shaikh
A-2/303, Uttam Townscape, Pratik Nagar Road, Opp Serene Hospital,
Pune- 411006

Sub: Your Offer of Employment as Associate Support Consultant

Dear Sadiya,

With reference to your application and subsequent interviews you had with us, we are very pleased to confirm our offer of employment to join Allscripts Healthcare Technologies (India) Private Limited ("Allscripts"). We value your abilities and believe that you will find our work environment to be challenging as well as fulfilling.

Your title will be **Associate Support Consultant** which would be used for communication within and outside Allscripts and feature in our records, applications, databases and visiting/business cards.

Your date of joining will be **January 16, 2023**, following your acceptance of this letter and you are required to report to work at **9:00 AM** on your start date.

Your initial **Total Fixed Compensation** would be INR **515,000 (Rupees Five Lakh Fifteen Thousand Only) per annum**, which will be paid pursuant to Allscripts payroll policies and will be subject to applicable deductions. A detailed break-up is provided in the **Compensation Break-up Sheet,** at the end of this letter. Your compensation structure could change from time to time. This is to notify you that the salary information is **strictly confidential** and hence you will not disclose the same to any other employee of Allscripts or to the employees of any of the group companies in Allscripts except to the extent required by the **HR Department** of Allscripts.

In addition to the above, you will be eligible for the Company's **retention** and **benefits program,** in force, as per the specified policy guidelines. The highlights of these programs are provided in the **Compensation Break-up Sheet.**

You are required to comply with all the policies of the company issued from time to time. On the question of interpretation of any of the terms and conditions, the decision of the Company Management shall be final and binding on you. Your initial place of posting is **Pune**. However, your services are liable to be transferred, at the discretion of the company, from one location to another in India or outside India. In case, you are deputed onsite by the company for any training, you will have to execute an agreement as per the rules and regulations of the company.

AISSMS COLLEGE OF ENGINEERING PUNE

Allscripts Healthcare Technologies (India) Private Limited
CIN: U72200TG2015FTC098431
(Formerly known as Nant Health Technologies India Pvt. Ltd.)
Ground Floor, 8-3-231/A/255 Sri Krishna Nagar, Yousufguda, Hyderabad 500045, India • Phone (+91) 7391014414
www.Allscripts.com

Flexi-Basket Recommended Table: (Each individual needs to choose as per the maximum eligible amounts that have been factored below)			
Meal Vouchers (monthly distributions)	2,200	26,400	Vouchers would be distributed monthly. The options that can be exercised by the individual would be INR 0, INR 1,100/- or INR 2,200/- per month. However, the tax exemption will be only up to INR 1,100/- per month.
Children's Education Allowance	200	2,400	Fully tax free at the rate of INR 100/- per child per month, subject to a maximum of two children. The amount would be paid every month. No submission of bills/receipts is required.
National Pension System (NPS)	1,717	20,600	The amount will be contributed to NPS as employers contribution every month, can be maximum up to 10% of basic compensation (effective May'13)

Benefits apart from the above Total Compensation:

Group Mediclaim Insurance – (covering all benefits of GMI to associates, and up to the same coverage limits) can also be extended to include dependent **Parents or In-Laws** on a voluntary basis, where the premium is negotiated in group. The premium for one dependent is currently **INR 17,775/- (INR 32,217/-** for two dependents) and is subject to change based on the premium amendments by the insurance company. Please note this premium is to be fully borne by the associate, i.e. company will pay the premium in advance and prorated insurance premium will be recovered in maximum four equated installments through your monthly payroll cycles.

Transport and Parking: Transport is provided to all employees working in odd shifts (i.e. except for General Shift) in all locations. Bus facility is available for employees working in General shift only in Pune. Parking is provided at all locations based on the availability and is chargeable at actuals as per the landlord's lease terms.

Shift Allowance – Applicable to fulltime employees required to work in odd shifts specific to a project or assignment, as rostered by the manager. Below is the shift allowance eligibility as per the current policy.

Shift Type	Start Timings	Allowance (per shift)	No of Hours
Early Morning	4:00:00 A.M. - 6:59:59 A.M.	INR 375/-	9
Afternoon	1:00:00 P.M. - 4:59:59 P.M.	INR 350/-	9
Evening	5:00:00 P.M. - 8:59:59 P.M.	INR 575/-	9
Night	9:00:00 P.M. - 3:59:59 A.M.	INR 700/-	9
Extended Day	5:00 A.M. - 6:59:59 A.M.	INR 425/-	12.5
Extended Night	5:00 P.M. - 6:59:59 P.M.	INR 950/-	12.5
General	7:00:00 A.M. - 12:59:59 P.M.	NA	9

Continued...

Allscripts Healthcare Technologies (India) Private Limited
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Ground Floor, 8-3-231/A/255 Sri Krishna Nagar, Yousufguda, Hyderabad 500045, India • Phone (+91) 7391014414
www.Allscripts.com

Name:	Sadiya Abdul Rajjak Shaikh			Location:	Pune
Job Level:	P1			Job Title:	Associate Support Consultant

Salary Components/ Pay Elements	Current per month (INR)	Current per annum (INR)	Percentage of Distribution & Description Salary Components/ Pay Elements	
Basic Salary	17,167	206,000	40%	of total Fixed Compensation
House Rent Allowance (HRA)	8,583	103,000	50%	of the Basic Salary
Advance against statutory bonus / Ex-Gratia	3,500	42,000		Advance against statutory bonus / ex-gratia
Provident Fund (Employer's contribution)	2,060	24,720	12%	of Basic Salary and an equal amount of the employee's contribution each month, would be deducted during payroll calculations - i.e. Company contributes same amount and deposits with PF Commissioner on your behalf. Out of the Company contribution, 8.33% of basic or INR 1,250/- (whichever is lower) goes into Employee Pension Scheme (EPS) and balance in Provident Fund (PF) account
Leave Travel Assistance (LTA) - Tax break on submission of bills	3,576	42,917		2.5 months' of monthly basic subject to limit of INR1,00,000/- per annum. Tax free on 2 occasions in a block of 4 years to the extent of amounts spent on travel fare. Travel documentation as per guidelines would need to be furnished
Personal Pay	8,030	96,363		Personal pay can be split by utilizing flexi basket options as outlined in the table below. Personal Pay cannot be less than zero
FIXED COMPENSATION	42,917	515,000		
Group Mediclaim Insurance, Personal Accident Insurance and Term Life Insurance Premium		22,803		**Group Mediclaim Insurance** hospitalization cover is provided by the company for self + 3 persons (spouse and maximum two children up to the age of 21). If an employee is unmarried, only s/he will be covered by the company under the scheme. General coverage is INR 300,000/- per annum per family. Additional coverage of INR 250,000/- is available for certain critical illnesses. Additional corporate buffer is available up to INR 200,000/- at the discretion of management and surplus buffer available. Therefore, total coverage amount can be as high as INR 750,000/- per annum per family. **Group Personal Accident** policy coverage is only for self, up to an amount equivalent to 3 times annual fixed compensation. **Group Term Life Insurance** is only for self, up to an amount equivalent to 3 times annual fixed compensation. Please note that the premium value is negotiated each year with the insurance company and this figure reflects the current negotiated premium that the Company pays
Provision for Gratuity		9,904	4.81%	of Basic Salary. Eligibility for payment is as per Payment of Gratuity Act of 1972 wherein the employee must complete 4 years and 190 days of continuous service with the Company. In case of death of an Employee in harness, the gratuity will be payable in proportion to the period spent subject to the max limit.
TOTAL COMPENSATION		547,707	*(INCLUDING INSURANCE & GRATUITY)*	

Salary Components/ Pay Elements	Current per month (INR)	Current per annum (INR)	Percentage of Distribution & Description Salary Components/ Pay Elements	
Educational Assistance Program (EAP)		51,500	10%	Educational Assistance Program is designed to promote learning and development initiatives taken by the employees towards self-development by providing financial assistance by way of reimbursement towards expenses for pursuing higher education to enhance the productivity of the individual by upgrading their skill sets. Eligibility is @ 10% of the earned fixed compensation in the fiscal year. The payout under this plan will be made quarterly, i.e., in four cycles in a fiscal year, which are in July, October, January and April payroll. More details available in the EAP policy.
TOTAL POTENTIAL COMPENSATION		599,207		*(BASED ON BENEFITS UTILIZATION)*

Continued...

MAEER'S MIT COLLEGE OF ENGINEERING PUNE

Offer: Computer Consultancy
Ref: TCSL/CT20223998404/Pune
Date: 21/09/2022

Mr. Shubham Mohan Zope
Shri Sai Audumbar 409, Apartment, Rasta PethPune,
Quarter Gate Chok,
Pune-411011,
Maharashtra.
Tel# 91-7666567671

Dear Shubham Mohan Zope,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

AISSMS COLLEGE OF ENGINEERING PUNE

TATA

GROSS SALARY SHEET

Annexure 1

Name	Shubham Mohan Zope
Designation	Systems Engineer
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive**		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ENGINEERING PUNE AISSMS

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

October 31, 2022

Sameedha More
16-A, Chenab building, Nofra, opp.-RC Church,
Kulaba, Mumbai-400005.

Dear Sameedha More,

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

AISSMS COLLEGE OF ENGINEERING PUNE

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

Sameedha

Sameedha More

Date: 1/11/22

AISSMS COLLEGE OF ENGINEERING PUNE

johnsoncontrols.com/tomorrowneedsyou #TOMORROWNEEDSYOU TOMORROW NEEDS you.

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

23-Jan-23

Ms. SAMIKSHA DHOTE
Near Saibaba Mandir ,Surya Colony, Warud,Dist:Amravati,444906

Dear Ms. DHOTE,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

(SAMIKSHA DHOTE)

COLLEGE OF ENGINEERING PUNE AISSMS

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
SAMIKSHA DHOTE	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
		Gross Salary	**56,021.00**	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	**Fixed CTC**	**725,000.00**		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	**802,358.00**		

Other Benefits

Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

cognizant

Letter of Intent (LOI)

Superset ID: 2999647

Date: November 25, 2022

Dear Rohan Dayal,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

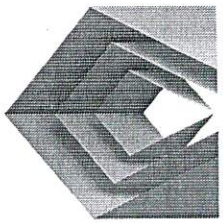
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

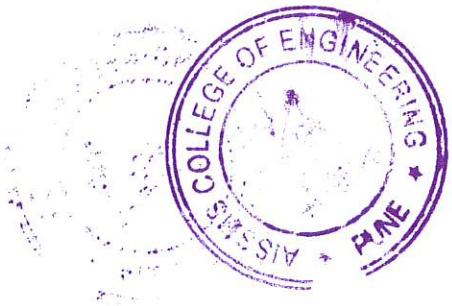
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





HIGHLY CONFIDENTIAL

VOIS

13-December-2022

Rushikesh Kishor Kothawade
15 B, Nathleela Wakarkar Nagar Market Yard Dhule 424004

Dear Rushikesh,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

AISSMS COLLEGE OF ENGINEERING PUNE

Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Rushikesh Kishor Kothawade	
Designation	Graduate Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary	13,854	166,250
Housing Rent Allowance	6,927	83,125
Management Allowance	15,117	181,406
Component (B) - Retirals [1]		
Provident Fund (Company Contribution)	1,800	21,600
Total Fixed Pay (A+B)	37,698	452,381
Component (C) - Target Incentive [2]		
Target Incentive is @ 5% of Fixed Pay	1,885	22,619
Total Target Cash [3] (Fixed Pay + Incentive)	39,583	475,000
House Rent Allowance (HRA) – 50% of Basic salary.		
1. Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
2. Target Incentive is inclusive of the interim bonus as payable under the statue. Incentive Pay-out will be subject to the incentive plan and framework as applicable to your role		
3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit		
Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		
Any additional payments as part of your offer		
Joining Bonus (INR)	- You will be eligible for a one-time Joining Bonus of INR 25000/- , payable in the first month's payroll. The Joining Bonus is recoverable incase of resignation within 12 months from date of joining.	

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN6/Campus/2023

Name: Zaki Ahmed Shaikh

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Zaki Ahmed Shaikh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 35000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
Let's Solve

ANNEXURE-3

Name : Zaki Ahmed Shaikh Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	252012	21001
Bouquet of Benefits	351048	29254
Bonus	0	0
Base Salary (p.a.)	603060	50255
Annual Incentive	0	
Total Variable (p.a.)	0	
TTC(p.a.)	603060	
PF	30241	2520
Gratuity	12122	1010
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	55292	4607
Cost to Company (CTC)	658352	54862

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
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Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Tanmay More

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Tanmay More,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
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ANNEXURE-3

Name : Tanmay More Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	363180	30265
Annual Incentive	0	
Total Variable (p.a.)	0	
TTC(p.a.)	363180	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	43187	3598
Cost to Company (CTC)	406367	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

AISSMS COLLEGE OF ENGINEERING PUNE

ZENSOFT
SERVICES

Private and Confidential

26th Sept, 2022
Shreya Jagtap
Pune

Subject: Offer for the Post of Associate Engineer QA

Dear Shreya Jagtap,

Welcome to Zensoft!

In reference to your application and our subsequent discussions, we are pleased to offer you the position of **Associate Engineer QA – Grade I1** with **Zensoft Services Private Limited** ("**Company**"/ "**us**"/ "**we**"/ "**our**"). Your employment with us shall be subject to the terms and conditions as mentioned below:

1. **Offer Acceptance:** This Offer is valid for a period of five (5) days after you receive this Offer Letter. You are requested to communicate the acceptance of this Offer prior to the due date, failing which the offer stands revoked. To confirm your acceptance of the Offer, you are required to respond via email and also confirm your joining date.

2. **Joining Date:** Your joining date will be **7th Aug, 2023** ("**Joining Date**") unless otherwise decided mutually between you and the Company. Please report at 10.00 AM IST at our office located on the 6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Pune, India, Maharashtra or you may be required to join us virtually, the mode of joining will be communicated to you before your joining date.

   Should you fail to report to the Company on the Joining Date either physically or virtually, this offer shall automatically stand withdrawn, unless the Joining Date is extended with the prior approval of the Company and communicated to you in writing. Company has the right to revoke this offer, at any time, without stating any reason, until the mutual signing of the appointment letter by you and the company.

3. **Location:** Your base location will be **Pune**. Your ordinary place of work shall be 6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Behind Sheraton Grand (Old LE Meridian), Pune, India, Maharashtra 411001. However, depending upon the Company's requirements, you may also be transferred temporarily or permanently to any of divisions, subsidiary or associate companies or client owned premises within or outside India (Whether now existing or still to be formed). In such case, you will be governed by the terms and conditions of service as applicable to the new assignment.

   You may also be expected to travel to other locations and at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with due care and diligence.

   Expenses for any work related / official national and international trips shall be reimbursed by the Company in accordance with the Company's policy from time to time.

4. **Annual Salary:** Subject to applicable taxes and deductions, your annual gross salary will be **INR 450,000/-** per annum. Please refer **Annexure A** for detailed break up of your salary. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to

AISSMS COLLEGE OF ENGINEERING PUNE

ZENSOFT SERVICES

Private and Confidential

Annexure A
Salary Breakup of Shreya Jagtap

Particulars	Annual	Monthly
Basic	135,011	11,251
HRA	67,506	5,626
Conveyance & Medical Allowance	50,000	4,167
LTA	50,000	4,167
Statutory Bonus	6,996	583
Education Allowance	2,400	200
Food Allowance	0	0
Mobile Allowance	12,000	1,000
Miscellaneous Allowance	97,996	8,166
Total Gross	**421,909**	**35,159**
Benefits		
Employer ESI Deduction	0	0
Employer Provident Fund	21,600	1,800
Gratuity	6,491	0
Performance Bonus	0	-
Variable Pay	0	-
CTC	**450,000**	**37,500**
Standard Deduction		
Employee PF	21,600	1,800
Employee ESI	0	0
Professional Tax		200
Net Take Home salary per month before TDS deduction	-	33,159

- The company shall provide Group Mediclaim insurance policy of Rs.5,00,000/- covering employee, spouse, either parents or parents-in-law and two children; and a personal accident insurance of Rs.10,00,000/- covering only employee.".

- All above components are subject to Income Tax deduction as per prevailing rules, laws, and regulations.

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Shubham Ghodake

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Shubham Ghodake,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
Let's Solve

ANNEXURE-3

Name : Shubham Ghodake Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	30265
Annual Incentive	0	
Total Variable (p.a.)	0	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

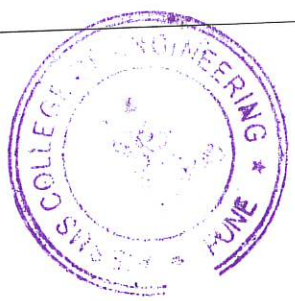
You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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



LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Uday Gaikwad

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Uday Gaikwad,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING ★ PUNE ★

LTI
Let's Solve

ANNEXURE-3

Name : Uday Gaikwad Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

cognizant

Letter of Intent (LOI)

Superset ID: 3330174

Date: November 25, 2022

Dear ANUSHKA ANIL KAWALE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

AISSMS COLLEGE OF ENGINEERING PUNE

Offer: Computer Consultancy
Ref: TCSL/CT20223988893/Pune
Date: 21/09/2022

Ms. Gunjan Laxminarayan Sharma
Ubale Nagar,
Wagholi,
Pune-412207,
Maharastra.
Tel# 91-7517753738

Dear Gunjan Laxminarayan Sharma,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

AISSMS COLLEGE OF ENGINEERING PUNE

blazeclan
ignite transformation on cloud

Strictly Private and Confidential

Reference No: BTPL/11416/2022 **Date: November 18, 2022**

To
Mr. Akash Chaudhare,
Pune, Maharashtra

Dear Mr. Akash,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family**!

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lean or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. **Stipend:**
   During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-.** This stipend shall be subject to all the necessary tax and statutory deductions.
   Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. **Term**
   Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2023** or such earlier date as agreed between you and the Company and shall by default expire on **20/09/2023** ("**Internship**"). If required, the Company may choose to extend this

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Om Autade

College: AISSMS IOIT

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Om Autade,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

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ANNEXURE-3

Name : Om Autade
Date : November 10, 2022
Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	38765
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:
The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:
1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

AISSMS COLLEGE OF ENGINEERING PUNE

Offer: Computer Consultancy
Ref: TCSL/CT20224009640/Pune
Date: 21/09/2022

Mr. Sahil Nivrutti Gadge
Flat No.119,Building No.5,Ram Society,Phulenagar,PuneAlandi Road,
Near New Rto,
Pune-411006,
Maharashtra.
Tel# 91-8668894346

Dear Sahil Nivrutti Gadge,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20224009640

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006, India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COLLEGE OF ENGINEERING PUNE AISSMS

TATA

GROSS SALARY SHEET

Annexure 1

Name	Sahil Nivrutti Gadge
Designation	Systems Engineer
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive**		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

TCS Confidential
TCSL/CT20224009640

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DocuSign Envelope ID: C76FF773-9D22-43F0-9DA4-34362A0003CA

teradata.

02/06/2023

Dipti Shegar
Flat no 1, sector no 29, flat no 117, Shivshakti building
Ravet, pradhikaran
Pune, MH 412101

Dear Dipti,

We have pleasure in offering you the position of Trainee under the Teradata Internship & Training Program based at our India Pune, Flexible office on the following terms and conditions

Internship Period

Your internship will be for a period of 4 months starting from September 4, 2023.

At the end of 4 months your performance will be reviewed and if the same is found to be satisfactory, you may be considered for a regular employment with Teradata subject availability of vacancies.

Remuneration

You shall be eligible for a monthly stipend of ₹INR Rs.22,000.00 & subject to deduction of tax at source as per the prevailing Income Tax Act and Rules.

Leave & Annual Holidays
You will be entitled to one day of paid leave per month. Leave will be credited to your account on a pro-rata basis at the time of joining. You can also avail of the paid holidays (scheduled declared at the beginning of the year), that fall during the period of your internship.

Professional Standards
During the period of your internship, we expect you to ensure strict compliance with the rules and regulations of the company. Any violation would result in the immediate termination of your internship.

Termination
You may terminate your internship with the Company, without any cause, by giving a minimum of one week's prior notice. Teradata reserves the right to terminate your internship at any time without a reason by giving you one week's notice or stipend in lieu of the notice.

Acceptance

If you wish to accept the position in accordance with the terms and conditions set out in this letter, you should:

- sign a copy of this letter in the space indicated below and
- return copy of the signed letter

Yours sincerely,

DocuSigned by:
Vimal Raj
F9BC7B87F20F4ED...
2023 February 7 | 3:28:56 AM EST

Vimal Raj

Leader - Talent Acquisition

TERADATA INDIA PVT LTD.

To be signed on Date of Joining

I accept this position on the terms and conditions set out in this letter

I Dipti Shegar hereby confirm that I have joined Teradata India Pvt.Ltd, office on September 4, 2023

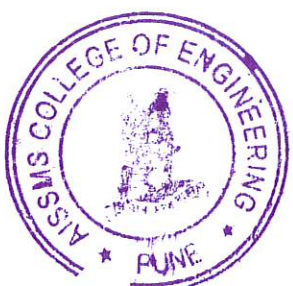
WITNESSED

HR Consultant

ACCEPTED

DocuSigned by:
75AA0D3DB13D496...
2023 February 7 | 12:38:56 PM EST

Dipti Shegar



LTI
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Date: November 10, 2022

Ref: LTI/HR/EN6/Campus/2023

Name: Rucha Bhosale

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Rucha Bhosale,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 35000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING * PUNE *

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

October 31, 2022

Sahil Prashant Gandhi
yogesh society,flat no-17, salisbury park, opp.
Mahaveer pratishthan school,gultekadi,
pune-411037

Dear Sahil,

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

AISSMS COLLEGE OF ENGINEERING PUNE

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

_____
Intern Name

Date:

johnsoncontrols.com/tomorrowneedsyou #TOMORROWNEEDSYOU TOMORROW NEEDS you.

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...boundless thinking

OFFER LETTER

Date: 26 Sep 22

Onkar Miralkar

Sub: Your appointment as a **Software Developer** ("**Offer Letter**")

Dear Onkar,

We, **Zeus Systems Private Limited** ("**Company**"), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st July 23** ("**Effective Date**").

Roles and Functions

You shall be appointed for the designation of **Software Developer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 720,000/- (Rupees Seven lacs twenty thousand only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

You will need to sign two years if Indemnity agreement with Zeus.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (Three) month ("**Probationary Period**"). The Company may at its sole discretion extend or reduce this Probationary Period.

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26
E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

ZEUS LEARNING
...boundless thinking

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganapatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by the Company except as stated under Clause of Remuneration and Variable Pay and **SCHEDULE 1** of this Offer Letter.

Hours of Work and Leaves

Your official working days will be from Monday to Friday, and you shall be expected to work for a period of 8 (eight) hours in a day, exclusive of permitted breaks in a day. The Employee shall abide by the leave policies as enumerated under the Leave Policy of the Company including any modifications or amendments thereof.

Non-Compete and Non-Solicit

The Employee understands and agrees to abide by all the non-compete and non-solicit obligations as detailed in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Confidentiality

The Employee understands that during the term of this Offer Letter and in performance of his job duties for the Company, the Employee will be exposed to Company's and its client's information which is confidential in nature. The Employee understands that such confidential information is critical to the Company. The Employee shall abide by all his obligations to maintain the confidentiality and security of such information as enumerated in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 15 days prior written notice to the other party.

AISSMS COLLEGE OF ENGINEERING PUNE

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centiro

Letter of Intent

Date: 26-09-2022

Name: Shree Atul Chatane

Address: D179 / 01 , Lane No 12 Satyapuram Hsg Society Pune-Saswad Road Phursungi Hadapsar, Pune, Maharashtra, 412308.

Dear Shree,

We are pleased to inform you that you have been shortlisted for an internship as an "Software Developer" in Centiro Solutions Pvt. Ltd (**"Company"**).

It is expected that you will join us for an internship on or before **January 2023**. The internship will be subject to the terms of the Internship Agreement entered into between the Company and you.

Upon successful completion of the internship and you obtaining your Bachelor's degree, the Company may, at its sole discretion, offer you employment, which shall be subject to the terms stated in the letter of offer and the employment agreement executed between the Company and you. The gross salary offered for the employment would be approx. Rs. 5,50,000.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius

Ms. Asa Beronius

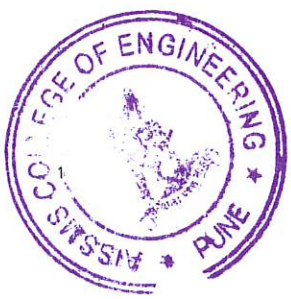
HR Manager

Candidate

Shree Atul Chatane

[_____]

Date: 26-09-2022



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centiro

Letter of Intent

Date: 26-09-2022

Name: Shree Atul Chatane

Address: D179 / 01 , Lane No 12 Satyapuram Hsg Society Pune-Saswad Road Phursungi Hadapsar, Pune, Maharashtra, 412308.

Dear Shree,

We are pleased to inform you that you have been shortlisted for an internship as an "Software Developer" in Centiro Solutions Pvt. Ltd (**"Company"**).

It is expected that you will join us for an internship on or before **January 2023**. The internship will be subject to the terms of the Internship Agreement entered into between the Company and you.

Upon successful completion of the internship and you obtaining your Bachelor's degree, the Company may, at its sole discretion, offer you employment, which shall be subject to the terms stated in the letter of offer and the employment agreement executed between the Company and you. The gross salary offered for the employment would be approx. Rs. 5,50,000.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius

Ms. Asa Beronius

HR Manager

Candidate

Shree Atul Chatane

[_____]

Date: 26-09-2022

AISSMS COLLEGE OF ENGINEERING * PUNE *

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Alex Sunny

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Alex Sunny,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING * PUNE *

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

October 31, 2022

Chaitanya Rajendra Shimpi
flat no-10, ganesh darshan kunj, nata wadi,
nr. Sakhar sankul, shivaji nagar
pune-411005.

Dear Chaitanya,

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

AISSMS COLLEGE OF ENGINEERING PUNE

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13-December-2022

Atharva Abhay Bhosale
177Samata Park, Shahupurisatara, Maharashtra415002

Dear Atharva,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

PESSMS COLLEGE OF ENGINEERING PUNE

HIGHLY CONFIDENTIAL

_VOIS

Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Atharva Abhay Bhosale	
Designation	Graduate Engineer Trainee	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		166,250
Basic Salary	13,854	83,125
Housing Rent Allowance	6,927	181,406
Management Allowance	15,117	
Component (B) - Retirals [1]		21,600
Provident Fund (Company Contribution)	1,800	
Total Fixed Pay (A+B)	**37,698**	**452,381**
Component (C) - Target Incentive [2]		22,619
Target Incentive is @ 5% of Fixed Pay	1,885	
Total Target Cash [3] (Fixed Pay + Incentive)	**39,583**	**475,000**
House Rent Allowance (HRA) – 50% of Basic salary.		
1. Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
2. Target Incentive is inclusive of the interim bonus as payable under the statue. Incentive Pay-out will be subject to the incentive plan and framework as applicable to your role		
3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit		
Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		
Any additional payments as part of your offer		
Joining Bonus (INR)	- You will be eligible for a one-time Joining Bonus of INR 25000/- , payable in the first month's payroll. The Joining Bonus is recoverable incase of resignation within 12 months from date of joining.	

COLLEGE OF ENGINEERING PUNE

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ANNEXURE-3

Name : Gaurav Gadkari Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

AISSMS COLLEGE OF ENGINEERING PUNE

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Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Gaurav Gadkari

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Gaurav Gadkari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

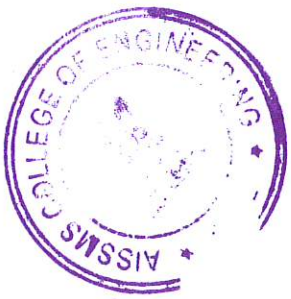
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltintinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

October 31, 2022

Aarya Adhikrao Patil
Care of Harshad khuspe, 35/A,
Vruindavan Housing Society no-2,
panchvati,pashan road,pune-411008.

Dear Aarya Adhikrao Patil,

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

COLLEGE OF ENGINEERING PUNE

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

_____
Intern Name

Date:

AISSMS COLLEGE OF ENGINEERING PUNE

johnsoncontrols.com/tomorrowneedsyou #TOMORROWNEEDSYOU TOMORROW NEEDS you.

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
Prajakta Dhumal	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
		Gross Salary	**56,021.00**	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	**Fixed CTC**	**725,000.00**		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	**802,358.00**		

Other Benefits

Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

COLLEGE OF ENGINEERING PUNE

EMERSON

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

23-Jan-23

Ms. Prajakta Dhumal
At.Po.Loni, Tal-Ambegaon, Dist-Pune 410 510

Dear Ms. Dhumal,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

Dhumal
(Prajakta Dhumal)

COLLEGE OF ENGINEERING PUNE

confluxsys

Coming together (∫) of systems, people and ideas.

Confluxsys Private Limited
CIN: U74900PN2013PTC146226
803-804 Supreme Headquarters
Pune-Bangalore Highway, Baner
Pune-411045

Phone: +91 20-29709941
www.confluxsys.com

Ref: Confluxsys: HRD: 2023/51/Offer Letter **Date: February 13, 2023**

To,
Mr. Sachin Walunjakar

Dear Sachin

Sub: Offer for "Trainee Software Engineer"

With reference to the campus interview, we had with you, we are pleased to appoint you as **"Trainee Software Engineer"** in our organization on the following terms and conditions: -

1. You will be initially put on a 6 months-probation period with a remuneration of Rs.15,000 per month.
2. After completion of your probation period your annual salary will be Rs. 4,00,000/-p.a. on a cost-to-company basis.
3. The detailed salary breakup is given in Annexure A
4. Income tax/ Profession Tax/ EPF as applicable shall be deducted from your monthly salary.
5. Breakfast and Lunch facilities shall be made available by the company on all working days.

You are requested to confirm your acceptance by signing a duplicate copy of this letter and your date of joining will be February 15, 2023.

FOR CONFLUXSYS PRIVATE LIMITED

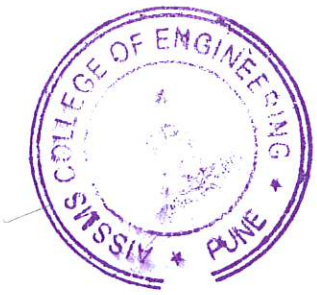
Sd/-

Tuli Das

HR Head

Enclosure:

1. Salary Structure – Annexure A
2. Other Terms & Conditions –Annexure B
3. List of Documents required for acceptance of Job Offer –Annexure C
4. Acceptance Letter –Annexure D



LTI
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Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Sahil Sarnaik

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sahil Sarnaik,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING * PUNE *

cognizant

Letter of Intent (LOI)

Superset ID: 3066300

Date: November 25, 2022

Dear Amit Kashinath Birajdar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

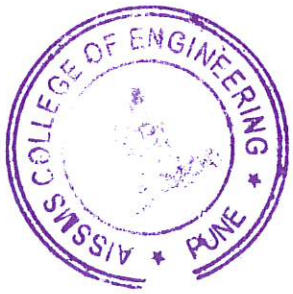
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

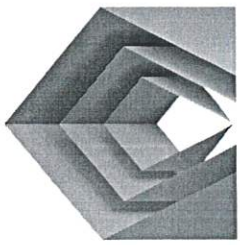
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Harsh Tiwari

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Harsh Tiwari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING * PUNE

EMERSON.

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

24-Jan-23

Ms. Syed Saba Mustafa
BC6- 106, First floor, Ajmera Complex, Bhawani
Peth, Camp, Pune-42

Dear Ms. Syed,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer Engineering)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

(Syed Saba Mustafa)

AISSMS COLLEGE OF ENGINEERING PUNE

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Mitali Admuthe

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Mitali Admuthe,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

cognizant

Letter of Intent (LOI)

Superset ID: 3323804

Date: November 25, 2022

Dear ABHILASH VIJAY YADNIK,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (**"Cognizant"**) and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (**"Employment Agreement"**) will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

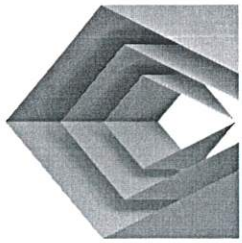
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

MAEER'S MIT SMS COLLEGE OF ENGINEERING PUNE



Gmail RUSHIKESH SURYAWANSHI <rushikesh7555@gmail.com>

[URGENT] Action required for your application in Cognizant | Letter Of Intent

Cognizant via Superset <notifications@email.joinsuperset.com> Fri, Nov 25, 2022 at 8:33 PM
To: rushikesh7555@gmail.com

cognizant

Letter of Intent (LOI)

Dear RUSHIKESH BHATU SURYAWANSHI,

Greetings from Cognizant!

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.

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent. Once you accept the Letter of Intent you will be taken to the Internship Survey where you will have the option to nominate for Internship. Please complete this within the below mentioned deadline.

LOI Acceptance Deadline: Dec 02, 2022 06:00 PM IST

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Go to Offer Page Or kindly follow the below steps to accept the offer:

1. **Log in** to your Superset account on app.joinsuperset.com
2. Go to **Job Profiles** tab
3. Filter on **Offered** jobs or search the job profile you received an offer in
4. Click on the **job profile name** to navigate to job profile details
5. Click on **Accept Offer**

Important:

- All communications from registration till Letter of Intent (LOI) will be sent to candidate's Superset registered mail address (which is used to login to Superset)
- Upon LOI acceptance, all the Offer to Onboarding communication from Cognizant will be sent only to your personal email ID given at the time of registration. Any changes to the email ID done post registration will not be considered

Kindly self-resolve most of your LOI queries using the FAQs in this link. If it's still unresolved, then raise a request by clicking "Raise a Query" button in the below link. Please use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

https://campus2cognizant.cognizant.com/Pages/Prelogin

Regards,

Human Resources - GenC

AISSMS COLLEGE OF ENGINEERING PUNE

4G 14:17 Vo)) LTE 4.90 KB/s 4G 36

E-mail: placements@aissmsioit.org
Website: - www.aissmsioit.org

AISSMS
INSTITUTE OF INFORMATION TECHNOLOGY
ADDING VALUE TO ENGINEERING

Vision of the Institute:
To uplift the **common masses** by rendering **value added education.**
Mission of the Institute:
Empowering Society through **dynamic education.**

Hello Jitendra,

Thank you so much for your positive support throughout the virtual hiring drive and making it a successful event.

Below are the Names of student who are selected with us as "Associate Software engineer "role. Would seek your positive support joining them to Veritas

Full Name	E-mail ID	Contact No
Yash Eksambekar	yasheksambekar@gmail.com	+91 9422250402
Shriniwas Khond	skhond32@gmail.com	8956431023

Importantly, we would request you to please get **the attached form filled from the selected** candidates along with his scanned **copies of Aadhar Cards and PAN cards** + entire **data of the selected students in attached format.**

Regards,

AISSMS COLLEGE OF ENGINEERING
PUNE

URL: https://www.veritas.com

Career@Veritas: https://www.veritas.com/about/careers/current-opportunities

99+

GATE 2023
Graduate Aptitude Test in Engineering
अभियांत्रिकी स्नातक अभिक्षमता परीक्षा

Scorecard

Name of Candidate	SHRIKANT ASHOK DANDGE
Parent's/Guardian's Name	ASHOK GOPALA DANDGE
Registration Number	CS23S12065589
Date of Birth	31-Mar-2000
Examination Paper	Computer Science and Information Technology (CS)

Dandge

GATE Score:	532	Marks out of 100:		48.67	
All India Rank in this paper:	2337	Qualifying Marks*	General	EWS/OBC (NCL)	SC/ST/PwD
Number of Candidates Appeared in this paper:	75680		32.5	29.2	21.6

Valid up to 31st March 2026

Mohite

Prof. Preetamkumar M. Mohite
Organizing Chairman, GATE 2023
on behalf of NCB-GATE, for MoE

3621a68ecfec49bee4dd28187ebab63c

** 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

$$\text{GATE Score} = S_q + (S_t - S_q)\frac{(M - M_q)}{(M_t - M_q)}$$

where,
M is the marks obtained by the candidate in the paper, mentioned on this GATE 2023 scorecard
M_q is the qualifying marks for general category candidate in the paper
M_t 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 multi-session papers including all sessions)
$S_q = 350$, is the score assigned to M_q
$S_t = 900$, 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 μ is the mean and σ 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.

AISSMS COLLEGE OF ENGINEERING
PUNE

Centralized Counselling for M.Tech/M.Arch/M.Plan Admissions

CCMT Counselling 2023

Provisional Seat Allotment Letter

Personal Details

GATE Registration Id	CS23S12065589	**GATE Exam Year**	2023
GATE Exam Paper Name	COMPUTER SCIENCE AND INFORMATION TECHNOLOGY	**GATE Score**	532
GATE Marks out of 100	48.67	**Candidate's Name**	SHRIKANT ASHOK DANDGE
Father's Name	ASHOK DANDGE	**Mother's Name**	SUNITA DANDGE
Date of Birth	31-03-2000	**Category**	OTHER BACKWARD CLASS (OBC-NCL)
Gender	MALE	**Person with Disability**	NO

Qualifying Degree Marks Details

Passing Status	Appearing	**Passing Year**	2023
Qualifying Degree	Bachelor of Engineering/Technology (BE/B.Tech)	**Qualifying discipline Name**	B.E./B.Tech. in Computer Engineering
Result Mode	--	**Obtained Marks**	--
Maximum Marks	--	**Percentage Marks**	--

Allotment Details

Choice No.	2	**Round No.**	4
Seat Allocated Category	OBC-NCL	**Group Id**	G1
Institute Allocated	NATIONAL INSTITUTE OF TECHNOLOGY, TIRUCHIRAPPALLI	**Program Allocated**	DATA ANALYTICS

F ayment Details

Fee Type	Transaction Number	Transaction Amount	Transaction Date
Partial Admission Fee (PAF)	112945917408	10000	19/07/2023 17:51:20
Registration Fee Payment	112908874390	3000	06/12/2023 21:05:27
Seat Acceptance Fee	112927121159	30000	07/01/2023 14:35:59
Special Round Registration and Participation Fee	112952549168	3000	26/07/2023 11:09:06

Deadline for resolution of any queries

Deadline for resolution of any queries (check schedule on website):	**Monday, 7 August, 2023(till 5:00 PM IST). Please observe online in your login to portal, if there is any QUERY raised by respective institute;and respond promptly.**

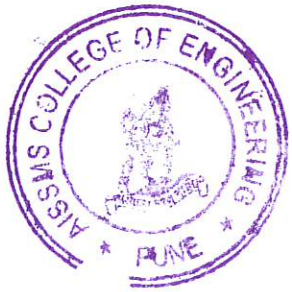
Important Instructions

1. Document verification with respect to special eligibility conditions will be carried out by the allotted institute. After login you can view your document verification status(Under process / Seat Confirmed / Seat Cancelled / Discrepancy Raised).If discrepancy is raised, you will be required to reply within stipulated time period failing which allotted seat will be cancelled.
2. For further updates, visit CCMT website (https://ccmt.admissions.nic.in)

D nloading Date:August 03, 2023 7:43 AM

CCMT Counselling 2023

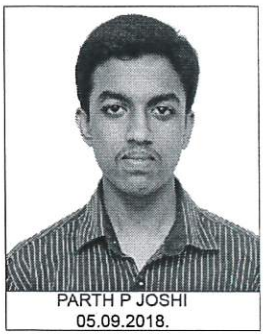
(No signature required, since it is a computer generated letter.)



2022-23

SVKM'S NMIMS Deemed to be UNIVERSITY

Call letter for WAT /PI process 2023-2024



NMAT_ID: GD220175571

NAME: Parth Joshi

					Remarks
Score	**LR**	**LS**	**QS**	**Total**	**Shortlisted & Eligible for WAT/PI:** MBA Bangalore (Off Campus) MBA Digital Transformation(Off Campus) MBA Indore (Off Campus) MBA Jadcherla (Hyderabad) (Off Campus) MBA Navi Mumbai (Off Campus) MBA Business Analytics (Mumbai) (Off Campus)
Max Score	120	120	120	360	
Score Obtained	78	81	70	229	

Minimum Score (Out of 360 Marks)

Program	LR	LS	QS	Total
MBA Mumbai	71	76	69	232
MBA Human Resource	71	76	69	232
MBA Business Analytics (Mumbai)	68	70	67	225
MBA Digital Transformation	68	70	67	225
MBA Pharmaceutical Management	50	50	50	185
MBA Bangalore	65	70	64	224
MBA Navi Mumbai	65	70	64	224
MBA Jadcherla (Hyderabad)	60	60	60	206
MBA Indore	60	60	60	206

NMAT ID	GD220175571
Name	Parth Joshi

AISSMS COLLEGE OF ENGINEERING PUNE

Shortlisted & Eligible for WAT/PI	MBA Bangaldre (Off Campus) MBA Digital Transformation(Off Campus) MBA Indore (Off Campus) MBA Jadcherla (Hyderabad) (Off Campus) MBA Navi Mumbai (Off Campus) MBA Business Analytics (Mumbai) (Off Campus)
Venue	Narsee Monjee Institute of Management Studies V. L. Mehta Road, Vile Parle, West Mumbai:400056

Please note that a Gmail ID is mandatory for WAT/PI process

The second stage of MBA selection Process includes Written Analytical Test (WAT), WATSON Glaser Test & Personal Interview (PI).

Please visit our website: https://www.nmims.edu **for more details.**

To be eligible to appear for the WAT & PI process, Please register for WAT/PI process and pay registration fee of Rs. 1000/- & book slot for WAT/PI through the dashboard . The last date of registration for WAT / PI is 26th January 2023.

Note :
1) The preference given in the WAT/PI registration form will be considered as the final preference.
2) Candidate has to meet all cutoff criteria (Sectional & Total) for shortlisting.

Please ensure that the marks and percentages for educational qualifications (10th, (10+2) or equivalent, graduation) filled in the WAT/PI registration form are on aggregate basis (not on best scores), non-compliance shall lead to disqualification of candidature and no further enquiries will be entertained in this matter.

To qualify for the program a candidate needs to be present for WAT, WATSON & PI

Entrance test process will take approximately 6 hours. Kindly plan your return travel accordingly.

Please note that it is the responsibility of the candidate to check whether he/she is eligible to apply for the program as per the eligibility criteria declared on the website. If at any stage, it is found that a candidate does not satisfy the eligibility criteria or the information furnished by him/her is incorrect, his/her application for the admission to the program, even if selected & fees paid, will stand cancelled and fees will be forfeited.

Kindly carry below mentioned documents while coming for WAT/PI 2023 process. Candidate will not be allowed for the process if below documents are not available as instructed.

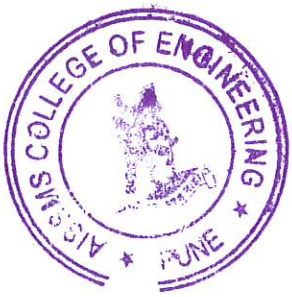
1. **Hard copy of NMIMS- MBA Call letter 2023**
2. **Original government photo identity proof**

For any queries:

1. Toll Free No.: 18001025138 Monday to Saturday (except public holidays)
2. For any support and assistance kindly login to dashboard & raise query in my query section

Registrar
SVKM's NMIMS

(This is computer generated document does not require signature)



Mtech Admission 2023

1 message

pgadm@iitb.ac.in <pgadm@iitb.ac.in>
To: suryawanshivedant2001@gmail.com
Cc: pgadm@iitb.ac.in

3 June 2023 at 10:52

INDIAN INSTITUTE OF TECHNOLOGY, BOMBAY

Academic Office

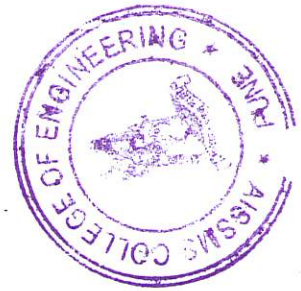
Date: 03-Jun-2023

Gate Score: : 765.00

Application Id

Name: VEDANT KISHOR SURYAWANSHI

Specialization : CS



Sub: Admissions to M.Tech. Programme 2023-24 - 3rd Offer

Dear Candidate,

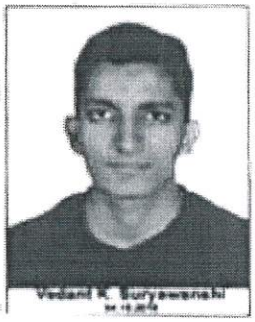
Congratulations!

I am glad to inform you that you have been PROVISIONALLY selected for M.Tech. Programme (Direct Admission on the basis of GATE score) in (**check status on the Online Application**

GATE 2023 Result [CS]

Name

VEDANT KISHOR SURYAWANSHI



Registration Number

Gender

Male

Parent's/Guardian's name

KISHOR TRAYAMBAK SURYAWANSHI

Date of birth

26- March- 2001

Examination Paper

Computer Science and Information Technology (CS)

Marks out of 100#	69.33	**All India Rank in this paper**	216
Qualifying Marks##	32.5 (General), 29.2 (OBC (NCL)/EWS), 21.6 (SC/ST/PwD)	**GATE Score**	765

 # Normalized marks for multisession paper CE

A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which a valid Category Certificate, if applicable, is produced along with this scorecard

AISSMS COLLEGE OF ENGINEERING PUNE

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 09-May-2023

To,
Yash Ashok Tatiya,
AISSMS,Pune - 411014

Telephone: **7276613777**

Dear Yash Ashok Tatiya,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("**Company**") on the following terms:

1. DESIGNATION & BAND

You will be designated as **Junior Associate Engineer** at **GB02A Band.**

2. PERIOD OF EMPLOYMENT

2.1 Your employment will commence on **July 03, 2023** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune – Corporate Office** but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1 Your basic salary will be **Rs. 10750**/- (**Rupees Ten Thousand Seven Hundred Fifty Only**) and your house rent allowance will be **Rs. 5375**/- (**Rupees Five Thousand Three Hundred Sevety-Five Only**) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71877060
Corporate ID No.:
U65923PN2014PLC150522

4.3 You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (forty-five)** written notice to the other party. The notice period of **45 (forty-five)** days is part of the Employee Separation Policy which is available for your reference on the Company's intranet.

5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.

5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.

6.2. Employee who have joined the organization on or before 1st October in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The Increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

7.1. In case you become eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.

7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

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7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.

7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

7.6 You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

8. COMPANY POLICIES AND PROCEDURE

8.1. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.

8.2. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.

9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

10.1. Be an employee of, or be engaged in any other capacity by, any other company or organization other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;

10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

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10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or

10.4 Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

11.2 You acknowledge that your remuneration and all consideration paid to you by the Company, under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.

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12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

12.3 For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS

14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

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Thakiya

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finserv Direct Limited, and wish you a very successful career with the group.

For Bajaj Finserv Direct Limited,

Ronnie Dias

Ronnie Dias
National Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on_____.

Signature : Tatiya

Name : YASH TATIYA

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Tatiya

Annexure - A

Detailed Salary Structure

Date : 09-May-2023
Name : Yash Ashok Tatiya
Band : GB02A

Salary Components	Annual	Monthly
Basic Salary	129000	10750
House Rent Allowance (HRA)	64500	5375
Special Allowance	184360	15363
Statutory Bonus	30540	2545
Provident Fund (Employer's Contribution)	21600	1800
Gross Salary	430000	35833
Gratuity	6205	
Total Cost To Company	436205	36350

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.12/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- You will receive a one-time payment of INR **50,000** /- (**Rupees Fifty Thousand only**) (taxes will be applicable as per income tax slab). The same will be paid to you on completion of one year of service from the date of joining, subject to you being on the payroll of Bajaj Finserv Direct Limited.
- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous
- Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000** /- (**Rupees Twenty Lakh only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000** /- (**Rupees Twenty-five Lakh only**).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000** /- (**Rupees Three Lakh only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : Tatiya
Name : YASH TATIYA
Date : 15/05/2023

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Tatiya

Offer: Computer Consultancy
Ref: TCSL/CT20223986509/Pune
Date: 28/12/2022

Mr. Viraj Vaibhav Tilekar
B-Wing, Ganga Nebula Housing Society,
Viman Nagar,
Pune-411014,
Maharashtra.
Tel# -

Dear Viraj Vaibhav Tilekar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

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

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

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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.

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

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

Loans

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

Professional Memberships

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

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.

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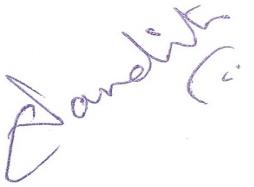
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Viraj Vaibhav Tilekar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
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Intern Recruitment Drive -2023 Batch - Coditas Solutions LLP

Dear Students,

Greetings from **VibrantMinds Technologies** – the official hiring partner of **Coditas,** one of India's fastest-growing software development organizations.

We're conducting a recruitment drive and looking for aspiring engineers from your esteemed institution to join our team under the **Coditas Internship Program 2023**.

Pre-Placement Talk: We are also conducting a **Pre-Placement** Talk on **Tuesday, 30th Aug 2022, 7 pm to 8 pm** for the students and TPO's to understand Coditas better and have their queries answered by **CEO Mitul Bid** himself. So, please ask the students to join the session on Tuesday, **Please note that the Link to join the session will be shared on email with students & TPO's soon**

About Coditas Solutions LLP

Coditas is a User Experience & quality-focused digital engineering company that enables enterprises to build and run cutting-edge digital business models. Headquartered in Pune, we have been providing innovative solutions to multi-billion dollar brands across the globe, including JPMC, HDFC, Ambry Genetics, DMart, ZestMoney, Symantec, and more.

Founded in 2014, we are a team of 750+ members, having worked with over 200 clients to build 300+ digital products. As a certified Great Place To Work, we uphold steadfast philosophies

around writing clean code and designing intuitive user experiences. While focusing on unparalleled quality of service, we have experienced a steady 50% YOY growth.

About the Position

Designation: Associate Software Engineer
Experience: Fresher
Educational Criteria: BE/BTech/MCA/MSc/ME/MTech (Branch/Percentage no bar) **2023 Batch**
Stipend: Rs 11,000/- per month during internship
Salary Offered: Rs. 6,00,000 Per Annum post-confirmation
Job Location: Viman Nagar, Pune
Joining Date: 2 January 2023

Recruitment Process:

1. Online Test (Aptitude + Technical + Eng)
2. Group Discussion (online via Zoom app)
3. Telephonic Communication Round
4. Telephonic Technical Interview (Google hangout)
5. Interview with Hiring manager/HR (Google Hangout)

Eligibility Criteria:

1. A pursuing degree in BE/BTech/MCA/MSc/ME/MTech (Batch-2023 Only, No percentage & Brach criteria).
2. Strong verbal and written communication skills so that you collaborate well with your team and clients.
3. The ability to solve problems for the job calls for tackling real-world digital problems.
4. A strong work ethic with an eagerness to learn and become a rockstar coder.
5. Basic knowledge of coding, because, well, you're going to be a professional software engineer!

Terms & Conditions:

1. The candidate needs to relocate to Pune and work from office full time.
   (No Work from home is allowed)
2. The candidate needs to work 8 Hrs/ day & 5 days a week for the internship.
3. Stipend provided during the internship will be Rs 11,000 per month for 6 months.
4. Candidate confirmation is completely based on performance.
5. The pay after confirmation will be - Fix pay- Rs.4.8 LPA & Variable pay Rs1.2 LPA
6. There will be regular performance assessment done during the internship period. If the performance during internship is not satisfactory, there can be a termination before completing their 6 months internships.
7. Unpaid leaves will be granted to the candidates for exams during the internship.

8. The candidates are supposed to take necessary permissions from college for joining an internship before the date of joining. Coditas is not responsible for any additional project submissions/documentation for grades.
9. Certificate of completion will be provided at the end of the internship.
10. The candidate is required to work with Coditas a minimum of 18 months i.e. (6 months of internship + 12 months of job offer). If the candidate voluntarily resigns before these 18 months then he/she is liable to pay the stipend paid till the date and 50% of the offered CTC + GST.

Application Procedure:

Interested and eligible candidates can apply through the following link: **CLICK @ Registration Link (Register ASAP)**

We hope to hear from you soon!

This email is sent on behalf of Coditas Solutions LLP by VibrantMinds.

Regards,

VibrantMinds Technologies Pvt Ltd – Official Hiring Partner of Coditas Solutions LLP, Pune.

www.VibrantMindsTech.com |

Offer: Computer Consultancy
Ref: TCSL/CT20223995909/Pune
Date: 21/09/2022

Ms. Tanvi Paigude
200, Indraprastha Society, Near Akashwani,
Hadapsar,
Pune-411028,
Maharashtra.
Tel# -

Dear Tanvi Paigude,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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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 INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be INR **7,500/-** 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. **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 INR **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.

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4. **Personal Allowance**
   You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of INR **4,300/-**. 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.

Performance Bonus
Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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OTHER BENEFITS

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **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 INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **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.

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

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

RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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2. **Pre requisites for Joining**
To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. **Probation Period**
You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

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

5. **Mobility**
TCSL reserves the right to transfer you to 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 probation 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.

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9. Confidentiality Agreement

As part of your acceptance of this offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

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

11. Overseas International Assignment Agreement

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

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. 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.

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.

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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 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.

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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 probation/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)
- 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

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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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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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 Â 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. Â 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.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Tanvi Paigude**
Designation	**Systems Engineer**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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

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

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HR-SSC/Offer/22-23/305287

11-Nov-2022

Swanand Meher
Pune

Dear Swanand,

We are pleased to offer you the position of Engineer - Service Assurance at B2-1 band. Your base location will be Pune-Dighi with effect from your joining date i.e. 17-Jul-2023. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details of the schedule prior to your joining date.

Your point of contact for any recruitment related queries will be “Faheem Rahman”. You can drop an e-mail at “faheem.rahman@contractor.tatacommunications.com”.

We take this opportunity to welcome you to Tata Communications Limited and invite you to participate in the enriching experience of building a world-class organization.

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Your annualized compensation package will be INR 770000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INR)
Basic	308000
Annual Allowances	348040
Provident Fund	36960
Annual Bonus Plan	77000

In view of the New Wage Code announced by the government, the compensation structure is likely to change in FY22. When the final rules are notified by the government, some of the items within OTE might increase/ decrease accordingly.

The compensation being offered to you relates to the specific job position you are being offered in this letter. Please note that if, during the course of your employment with Tata Communications, you are offered and accept a different job role through the internal job transfer program or otherwise, the compensation associated with that job role may be different in amount and/or structure. You will be advised of any such difference at the time you are offered any other job role within Tata Communications.

Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Annual Bonus Plan: You will be entitled for Annual Bonus Plan, as applicable. The eligibility and other guidelines as per the plan will apply to you. The applicability of a plan may change with any change in your role in the Company. You will have access to the plan document after your joining.

Depending upon the applicable plan, the actual amount payable may vary, based on your performance and other parameters. This amount includes the bonus payable under the provisions of the Payment of Bonus Act, 1965, as amended, wherever applicable.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Sodexo Meal Vouchers
- Leave Travel Assistance
- Vehicle Running Expenses
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance: Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organisation/Projects, which will be intimated to you on time to time basis, during your employment with company.

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Annexure I
Terms and conditions

1. Your grade/band and designation will be as per details mentioned in this letter. However, it may be noted that designations,job grades/bands could change from time to time depending on Company requirements and in accordance with HR policies.

2. The Company may transfer you across function / location / affiliates as per its business requirements. You may be required to work on matters pertaining to the Company and /or its affiliates, as decided and communicated by the Company from time to time.

3. As per guidelines from the Government of India, it is mandatory for an organization to maintain KYC documents of all its employees including the new joiners for statutory compliances. Hence you are requested to provide a copy of your valid Aadhar card to Tata Communications at the time of Onboarding. Please note, it is mandatory for personal details as per Aadhar card (like name, date of birth (DD/MM/YYYY) & gender) to match with earlier UAN. In case this is your first employment, please ensure you possess a valid Aadhar card. Also, please ensure all the details mentioned on the Aadhar Card are correct. If there is any mismatch in Aadhar details, please share the corrected copy of Aadhar Card.

4. Your probation period will be for period of 6 months or such longer period as may be extended by the Company in its sole discretion, based on your conduct and performance. You will be duly notified of any such extension. In the absence of such notification from the Company within 30 days from the end of such 6 months period, you will be deemed to be confirmed.

5. You shall be governed by the Company's policies, rules and regulations as applicable from time to time and shall carry out the roles and responsibilities assigned to you by the Company and /or its affiliates. We expect that you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You agree that, during the course of employment with the Company, you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You shall not be entitled to assign your duties, responsibilities and obligations under this offer letter to any other person.

6. In the course of your employment, you would be privy to Confidential Information (as defined below), which may have been entrusted or other-wise become known to you. All Confidential Information is deemed to be the property of the Company and /or its affiliates or their respective licensors (as the case may be). Any Confidential Information must not be disclosed during or any time after this employment to any third party without prior written consent of the Company. During and after the course of your employment, you shall not remove from the Company's premises, any documents, records, files, papers, correspondence, computer printouts, computer programs, computer software, microfilm, or other similar documents containing Confidential Information, including copies thereof, whether prepared by you or others, except as required in the performance of your duties, and in such cases, you shall promptly return such items to the Company. After the course of your employment with the Company or at any time as required by the Company, all such items including summaries or copies thereof, then in your possession, shall be returned to the Company immediately. You hereby agree that the return of such items shall be a condition precedent to you receiving, upon termination of your employment or at any time thereafter, any compensation or other amounts due to you from the Company. By accepting this offer, you also undertake to indemnify the Company and its affiliates from any loss or damage

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arising from any breach of these terms and conditions by you.

For the purposes of this offer letter, 'Confidential Information' includes, without limitation: (a) the contents of this offer letter; (b) any financial, business, planning, operations, services, potential services, products or potential products, including business plans, budgets and projections of the Company or its affiliates; (c) technical information, know-how, software specifications, information technology, infrastructure and intellectual property of the Company or its affiliates; (d) purchasing, marketing, sales, personnel or supplier data or other information of the Company or its affiliates; (e) any papers, data, records, processes, methods, techniques, systems, models, samples, devices,equipment, compilations, invoices, customer lists, research reports or documents of the Company or its affiliates; (f) any confidential information or trade secrets of any third party provided to the Company or its affiliates in confidence or subject to restrictions or limitations on use or disclosure; and (g) any other sensitive and commercially valuable information of the Company or its affiliates.

7. Your joining will be subject to successful clearance of background verification to our satisfaction. The background verification will include but not limited to Education and prior employments. Your current employment verification will start after your joining. Further, your employment with Tata Communications is subject to successful clearance of background verification to our satisfaction. You hereby give your consent to the Company to undertake background checks either on its own or through its authorized representatives to verify the contents of your application, including previous employment and academic qualifications, and for the said purpose you hereby consent and authorize the Company to disclose the contents of your application to the aforesaid persons. You agree to undergo and comply with certain intervening process compliances as required by the Company prior to your date of joining the Company failing which the Company reserves the right to terminate and or withdraw this offer letter.

   In case any information or details provided by you is found to be untrue or incorrect or your background check not being positive to the Company’s satisfaction, or in the event that any of your actions result in a violation of the Code (defined below), this letter (along with any supplementary letters or documents in relation thereto) and or your services (as applicable) will be liable to termination with immediate effect (without any notice or payment in lieu thereof).

8. On your joining you will be handed over a copy of the Company's Code of Conduct ('Code') and you will be required to sign your acceptance of the same.

9. (a) The Company may terminate this appointment by giving you one month's notice or basic monthly salary in lieu of the said notice period during the probation period; or following confirmation, three months' notice; or basic salary in lieu of the said notice period.

   (b) You may terminate this appointment by giving one month's notice or basic monthly salary (along with the GST (as applicable) thereon) in lieu of the said notice period during the probation period; or following confirmation three months' notice or basic salary in lieu of the short fall in notice period, along with the service tax, as applicable thereon, provided you have served at least 2 months' notice in case of the latter;

   Upon the termination of your employment with the Company, or at the request of the Company any time prior to termination, you shall return to the Company, or destroy, as may be directed by the Company, all Company property and documents, including notes, memoranda, correspondence and other documents containing any Confidential Information, Inventions (as defined below) and intellectual property rights, on whatever media and wherever located. You shall not retain copies of any Confidential Information, Inventions or other material without the Company's prior written consent.

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You shall not, at any time after the termination of your employment, present or hold yourself out as being in any way connected with or interested in the Company or in the business of the Company, or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning the Company or any of its directors, employees, officers, shareholders, agents, consultants or advisors.

10. **Other Benefits:**

    Group Mediclaim Policy: An employee would be covered under group Mediclaim policy from his/her date of joining. It includes employee, his/her spouse, 2 dependent children up to 25 years of age. Further, you may opt to cover parents and/or parent in-laws for which applicable premium rates shall be borne by you. Please refer to the company's Group Health Insurance Policy for more details.

    You acknowledge and agree that your (a) acceptance to the Code; and (b) successful completion of various mandatory training courses allocated to you by the Company from time to time during the tenure of your employment; both to the satisfaction of the Company, are material conditions amongst other terms of your employment with the Company. Therefore, payment of your eligible variable pay/bonus/incentives (if any) shall be subject to your compliance with conditions mentioned in (a) and (b) above. Company may, in its discretion, withhold such payment until and unless you comply with such material conditions of your employment to the Company's satisfaction.

    The benefits mentioned above are governed by the Company policies, rules and regulations and it can be amended, altered and modified from time to time. You agree to keep your remuneration details confidential and not disclose them to any person without the prior written consent of the Company.

11. **Relocation:** In the event of your separation from the services of the company within 12 months if any relocation expenses paid will be recovered as part of the full and final settlement.

12. **Intellectual Property** 1. You hereby recognize and agree that all ideas, processes, methods, know-how, inventions, enhancements, plans, writings, work results and other developments or improvements (the 'Inventions') conceived of by you, alone or with others, during the term of your employment with the Company, whether or not during working hours, shall be the sole and exclusive property of the Company. You further agree that you shall promptly disclose all Inventions to the Company. You hereby waive and assign to the Company without charge all present and future rights that you have or may have in those Inventions, including without limitation any patents, copyrights, trademarks, industrial property rights, the right to be named and other intellectual property rights or applications in respect thereof. At the request of, and without charge to, the Company, you shall do all things deemed by the Company to be reasonably necessary to perfect title to the Inventions in favour of the Company and to assist in obtaining for the Company such patents, copyrights, trademarks or other protection as may be available under applicable law and deemed desirable by the Company, including but not limited to executing and signing any and all relevant applications, deeds of assignments or other instruments. In addition, you shall make it possible for the Company and its successors and assignees to receive the full and exclusive usage and advantages of the working results.
    2. You are obliged to prepare a reasonable documentation of your Inventions, whether they are patentable or protectable by copyright, and you are obliged to keep them updated. Such documentation shall be made accessible at any time to the Company, and the property therein is to be transferred to the Company. pursuant to clause 12.1
    3. In respect of the fulfilment of the obligations or any other activity in connection with the transfer

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of rights under or in connection with this agreement, you shall not receive any further remuneration other or in addition to what is stipulated under this letter and appraisal (if any) during the employment relationship. Only such costs will be reimbursed or paid, as the case may be, that were incurred at the demand of the Company.

4. Any utilization of Inventions shall be deemed to be compensated by way of payment of remuneration to you as stipulated under this letter. You shall not be entitled to any special inventor's bonus/payouts.

5. You further covenant with the Company that you shall not, at any time after termination of your employment with the Company, use or procure the use in any manner whatsoever of any registered or unregistered trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates used prior to or as of the date of termination of your employment by the Company, or deceptively similar to or liable to be confused with such trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates.

13. **Taxation:** It shall be your responsibility to meet all requirements under the income tax laws, including tax compliance and filing of tax returns, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct applicable taxes at source from your salary, in accordance with prevailing laws of India.

14. **Governing Law and Jurisdiction:** This agreement is governed by and construed in accordance with the laws of India and is subject to the jurisdiction of the Courts at Mumbai.

15. **Foreign Nationals** 1. In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Tata Communications or its affiliates.

    2. You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Tata Communications shall be at liberty to demand copies / originals of such permission and you shall be under obligation to provide the same.

    3. It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Tata Communications and/or its affiliates. Any time after the execution of this Offer, if it is found that you do not have required work permit / visa, Tata Communications India and/or its affiliates shall terminate your employment, without notice, with immediate effect, without any liability towards you.

    4. In case of any change in your nationality during the course of your employment you shall be under obligation to notify the same to the company, and the said change in your nationality may lead to revision in employment conditions including but not limited to compensation.

16. If any time during your employment you owe any amount to Tata Communications or its affiliates, Tata Communications and/or its affiliates has the right to deduct from your pay/salary any sums which you may owe, including without limitation, any over-payments or loans made to you by Tata Communications and/or its affiliates or any demand raised by any judicial authority.

17. **All statutory benefits like PF, Gratuity etc shall be governed as per the prevailing rules notified by Government of India. Such amount shall be adjusted/deducted from your monthly/periodic payouts and may impact the net take home accordingly**

18. Non-Solicitation

    You acknowledge that Tata Communications will be expending considerable time and resources in training you to enable and perform your roles and responsibilities for the benefit of the organization and any breach of the terms hereinafter contained would result in loss to Tata

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Communications or its group companies (in India or otherwise).

You hereby covenant and agree that during the Term and for a period of [6 (Six) months] succeeding it, you shall not, directly or indirectly: (a) offer to hire, hire or recruit or attempt to offer to hire, hire or recruit any officer, director, employee, consultant or individual associated with Tata Communications or encourage any of them to terminate their relationship with Tata Communications;

(b) unless required under applicable law, disclose to any third party the names, backgrounds or arrangements with any client/ customer or any employees of Tata Communications or otherwise identify them as potential candidates for employment.

Yours Sincerely,

DocuSigned by:
Mridul Chandra
87A529E3436F477...

Mridul Chandra, Vice President-Human Resource

I ACCEPT THIS OFFER OF EMPLOYMENT

Signature: Date:

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Annexure II
Onboarding Logistics

Welcome to Tata Communications!

We are pleased to have you on board with us and hope that this association will be a mutually enjoyable and enriching one.

As a part of the joining formalities, you will be required to complete a set of documentation on the Onboarding system. Below mentioned tasks are mandatory to be completed, which will help us to initiate your onboarding and background check formalities which will be performed by an external agency empaneled for this purpose. As a joining process, its mandatory for your background screening to be completed, as mentioned in clause 7 of this letter, before your date of joining or else it might get deferred.

Tasks and list of details required to be completed at onboarding stage

Task	**Documents/details required to complete the task**
Personal Information	Details of national id, emergency contact details, dependent information, and other personal information
Policy Completion	E-signing of company policies documents
Compliance Forms	E-signing of compliance forms
Badge Photo	Scanned Copy of Passport size color Photograph (White background only)

We have a tie up with HDFC Bank, ICICI Bank, AXIS and Citibank for direct credit of salaries. In-case you do not have an account in any of these banks, we will provide you necessary assistance post your joining for opening an account in any of these banks.

Best Regards,

Onboarding Team

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Vaccination Update

COVID 19 pandemic has impacted almost every aspect of life including the way we work, global economies, interaction with our loved ones, etc.

With continuous efforts made by the health care industry, the vaccines are made available to us in the country. It has become of utmost priority for us to get ourselves vaccinated to ensure the safety of ourselves and everyone around us to stop the spread of the virus.

In this connection, you may be asked to provide the vaccination status of yourself and your dependents during the completion of your onboarding formalities.

If you are not vaccinated yet, you may continue the efforts of getting vaccinated from available resources near you – the Government or from a private institute.

You can also get vaccinated at any nearby vaccination drive taking place in your city when conducted by the company as per the standard HR Policy.

We strongly urge each one of us to take the necessary precautions, stay safe, act responsibly, avoid non-essential travel, take preventive measures, and adhere to the prescribed regulations shared by the government, always - even after receiving the vaccine

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Welcome to TATA Communications

Guidelines for background verification process & onboarding tasks

We would like to introduce you to our Global screening partner who will assist and perform background screening for you on behalf of Tata Communication as an integral part of onboarding formalities.

As part of your onboarding, you will be getting links from the onboarding tool to complete your documentation and onboarding formalities along with which your data will be shared with the screening partner to initiate your background screening process. Request you to follow and complete the details mentioned in the notifications from the onboarding tool accordingly.

Documents to be kept handy during onboarding process

Education check: Degree copies or Final year Mark sheet
Employment check: Reliving letter or Service certificate or Experience letter. Contact details of pervious employers.
Criminal Check: 5 years of complete address history
Address Check: 5 years of complete address history
ID check: Valid passport, National id (Pan Card & Aadhar card)

The screening partner would co-ordinate with you directly in case of any additional requirements. Please take some time to carefully update the details that are required to process the verification.

We would request you to accelerate the process from your end to ensure quick completion of the onboarding formalities. In case of any query / clarification, while updating / uploading information, the applicant can reach out to Global Onboarding Team.

Kind regards,
Global Onboarding Team
GlobalOnboarding@tatacommunications.com

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Dear New Hire,

Thank you for choosing to join Tata Communications.

To ensure we are giving you a smooth onboarding process, we would like to give you an overview of the upcoming events from onboarding and background verification standpoint.

Shortly you will receive login credentials to 2 different tools on your personal email ID used to apply for the job. Once you receive the same, you are expected to login to both the tools and complete all the documentation within 2 days of receiving the welcome notification.

- **Prism Onboarding Tool:** Look for an email with subject 'Welcome to Tata Communications' from Prism notification. You will be asked to complete the following tasks on Prism onboarding tool:
- Provide additional information for your onboarding
- Completing your profile
- Complete additional onboarding task
- Complete E- signing of documents

Note: These tasks are dependent on completion of earlier tasks and will appear on the onboarding dashboard once you complete the preceding task.

In case you do not get this email within 2 days of accepting the offer or you face any issues while completing the tasks, you may drop an email to **globalonboarding@tatacommunications.com**

- **Background Verification tool:** You will receive an email with the subject 'Background Check for Tata Communications | Submit your profile' with the login credentials to complete the documentation on the BGV portal. Documents to be kept handy for completion of tasks are as below:
- National ID copy (if applicable)
- Highest education documents
- Previous 2 employment documents (if applicable)
- Address details and proofs (if applicable)

Note: Background verification process is not applicable if you are joining us through TATA group transfer.

Ensure you complete the documentation on the BGV tool within 2 days of receiving this email. In case you face any issues while completing the tasks, you may reach out to **globalbgv@tatacommunications.com**

Please note, your joining will be subject to completion of all the tasks on both the tools. Noncompletion of the same will result in delay in onboarding.

Thank you,
Global Onboarding Team

DocuSign

Certificate Of Completion

Envelope Id: 5B90029FD4254C8394BDB796EE5080A1
Status: Sent
Subject: Offer Letter - Tata Communications
Source Envelope:
Document Pages: 11
Signatures: 0
Envelope Originator:
Certificate Pages: 4
Initials: 0
Globalonboarding
AutoNav: Enabled
Nariman Point
EnvelopeId Stamping: Enabled
Mumbai, MH 400021
Time Zone: (UTC-08:00) Pacific Time (US & Canada)
globalonboarding@tatacommunications.com
IP Address: 52.172.204.47

Record Tracking

Status: Original
Holder: Globalonboarding
Location: DocuSign
11/11/2022 4:05:22 AM
globalonboarding@tatacommunications.com

Signer Events	Signature	Timestamp
Swanand Meher swanandmeher@gmail.com Security Level: Email, Account Authentication (None) **Electronic Record and Signature Disclosure:** Accepted: 11/11/2022 5:50:13 AM ID: 3a5b0a7c-ce68-4974-84ed-74284ab35167		Sent: 11/11/2022 4:05:23 AM Viewed: 11/11/2022 5:50:13 AM

In Person Signer Events	Signature	Timestamp

Editor Delivery Events	Status	Timestamp

Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp

Carbon Copy Events	Status	Timestamp
Recruiter faheem.rahman@contractor.tatacommunications.com Security Level: Email, Account Authentication (None) **Electronic Record and Signature Disclosure:** Not Offered via DocuSign		

Witness Events	Signature	Timestamp

Notary Events	Signature	Timestamp

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	11/11/2022 4:05:23 AM
Certified Delivered	Security Checked	11/11/2022 5:50:13 AM

Payment Events	Status	Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Tata Communications HR (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a $0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Tata Communications HR:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:
To contact us by email send messages to: AskHR@tatacommunications.com

To advise Tata Communications HR of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at AskHR@tatacommunications.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Tata Communications HR

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to AskHR@tatacommunications.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Tata Communications HR

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to AskHR@tatacommunications.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: https://support.docusign.com/guides/signer-guide-signing-system-requirements.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Tata Communications HR as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Tata Communications HR during the course of your relationship with Tata Communications HR.

Offer: Computer Consultancy
Ref: TCSL/CT20224019169/Pune
Date: 21/09/2022

Mr. Sudarshan Ananda Zimal
1st Floor Shree House, Shree Pandharinath Hole Road , Pathan Nagar , HadpasarHadapsar Road,
Badade Garage Near Me,
Pune-411028,
Maharashtra.
Tel# 91-9356724772

Dear Sudarshan Ananda Zimal,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

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

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

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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.

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

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

Loans

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

Professional Memberships

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

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.

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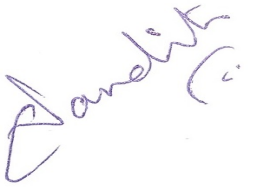
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Sudarshan Ananda Zimal**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(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.

TATA CONSULTANCY SERVICES
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Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Letter of Intent (LOI)

Superset ID: 2999141

Date: November 25, 2022

Dear Shruti Ramesh TELTUMBADE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Letter of Intent

September 12, 2022
ROY SAGNIK
AISSMS College of Engineering, Pune

Dear ROY SAGNIK,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Renuka Mokalkar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Renuka Mokalkar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
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ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Renuka Mokalkar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

02/12/2022

Rajas Uchagaonkar,

Dear Rajas,

Contract of Employment-
Chainscore Consolidated Support Services (India) Private Limited - Tech Unit ("Chainscore ") is pleased to offer you employment on the terms and conditions set out below.

After your discussion with Chainscore 's appointed consultants, the finalized breakdown of your cost-to-company ("CTC") will be presented in a separate attachment called "CTC Structure", which will then supplement and form part of the agreement constituted by your acceptance of the aforesaid terms and conditions ("Agreement"). Please refer to schedule B for further details.

The terms of the Agreement, including your CTC, are strictly confidential and you shall not divulge the same to any other employee except where required by Chainscore .

Commencement Date-
12/06/2023

Position-
New Grad - Customer Relationship and Marketing Manager.

Reporting to-
Prasad Kumkar, CEO Chainscore Private Limited

Working for-
Chainscore

Training-
Upon commencing employment, you will be required to undergo certain internal training programs. These programs will consist of classroom training, online courses, or a combination of both. The duration of the training is based on business requirements. After successful completion of the training, you will begin working at the Chainscore Private Limited, Westport Baner, Pune.

Place of Work-
You will be based in Chainscore 's offices in Pune, India, but Chainscore may require you to work at alternative locations according to business requirements for the performance of your duties.

Reference-
Your employment with Chainscore is subject to our obtaining of satisfactory references for which we will be engaging our pre-employment screening agent to conduct background checks. Your retention with Chainscore will be subject to your continued medical fitness. You shall be responsible to update Chainscore on inter alia; any change in status with regard to your marital status, address, telephone number or achievement of additional / professional qualifications and you may 3rd Floor, Westport Baner, Pune, 411045, India. hello@chainscore.com , +91-2041297978.
You are required to work such hours and at such times as are necessary to efficiently and effectively carry out your job role as defined by Chainscore . Your working hours include the hours from 9.00 a.m. to 6.00 p.m. period. Your monthly salary will be paid on the last business day of each month. The payment of your salary is subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time. maximum bonus opportunity up to 20% of your salary based upon your and Chainscore 's performance subiect to be required to fumish relevant documentary evidence, wherever applicable, in support of such changes.

Duties-
Given the fluid nature of the environment and consequent business needs, your designation, position and duties may be changed at Chainscore 's discretion.Chainscore may also transfer you to any other company virtue of any corporate restructuring, merger or takeover, by / of Chainscore . Y

Chainscore Private Limited

3rd Floor,Westport Baner Pune
411045,India

hello@chainscore.com

+91-2041297978

person(s) as may be designated by Chainscore from time to time and will be subject to supervision as per the policies and discretion of Chainscore .

Hours of Work-

You are required to work such hours and at such times as are necessary to efficiently and effectively carry out your job role as defined by Chainscore . Your working hours include the hours from 9.00 a.m. to 6.00 p.m. (subject to a lunch break of one (1) hour), Monday to Friday in each week.

Annual Salary-

Your Annual salary is **INR 1,600,000.00.** This amount will be allocated in a form most useful to you after your discussion with our appointed payroll consultants. This amount is payable over a twelve (12) month period.

Your monthly salary will be paid on the last business day of each month. The payment of your salary is subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time.

Annual Incentive-

In addition, you will be eligible to participate in the Chainscore Incentive Plan (VIP), for the current fiscal year, as long as you commence employment on or before July 1. If you commence employment after July 1, you will be eligible to participate in the VIP the following fiscal year. Your bonus target under the Plan is 10% of your base salary. Your actual payout can vary between 0% and 200% of your bonus target, with a maximum bonus opportunity up to 20% of your salary based upon your and Chainscore 's performance, subject to the terms and conditions of the Plan. Chainscore 's fiscal year begins on October 1, and any bonus for which you are eligible under the Plan will be based on your salary at the end of the fiscal year, prorated to reflect the portion of the year you were eligible, and will be paid by mid-December. We will provide you with additional information about the Plan following the commencement of your employment. (Please note that the VIP terms mentioned here are intended to be a summary and the Plan document governs your participation in the VIP Plan).

Long Term Incentive Plan-

You will be eligible to participate in the Long Term Incentive Plan (LTIP), for the current fiscal year, as long as you commence employment on or before July 1. Your actual participation and long- term award value is discretionary and will be determined by management at the conclusion of each fiscal year based upon your performance and the guidelines for the program. Any equity awarded to you will be granted in the form of stock options and/or restricted stock units and will be subject to the terms and conditions of the applicable plan and award agreements, including vesting requirements, as approved by the Compensation Committee of the Chainscore Inc. board of directors.

Equity-

You will also receive a one-time equity award with an award value of USD 15,000.00 subject to approval by our Stock Committee or Compensation Committee (as applicable). The vesting schedule for this award will be as follows (assuming your continued employment by Chainscore through such dates):

20% - 1 Year after the Grant Date
20% - 2 Years after the Grant Date
60% - 3 Years after the Grant Date

Restricted stock/units awards are subject to the terms and conditions of the Chainscore, Equity Incentive Compensation Plan and the individual award agreement corresponding to the award. Awards are converted into restricted stock/units on the grant date with the provision that the employment commences prior to the applicable monthly grant date so as to ensure inclusion for final approval.

Relocation-

We are planning for this position to be based out of Pune office, however, based on the global pandemic most employees are working remotely at this time. If applicable, when you are required to return to our physical office environment, we will provide you with a relocation package as described in the attached relocation packet.

Probationary Period-

You are required to serve a probationary period of six (6) months starting from your date of joining. The probationary period may be reduced or extended at Chainscore 's discretion and in accordance with the law. If this happens, you will be notified of the change. At the conclusion of your probationary period, if your performance is satisfactory, your employment continues on the same terms and will be confirmed in writing.

Termination-

This Agreement may be terminated by you or by Chainscore upon giving 1 month written notice or by paying salary in lieu of notice. During your probation period, your employment with Chainscore may be terminated by either party in the following manner:

- During the six (6) months of the probationary period, by giving fourteen (14) days' written notice or paying salary in lieu of notice.

Chainscore reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during the period of notice (whether given by you or Chainscore). However, in such case, Chainscore will continue to pay your salary whilst you remain employed by Chainscore . Chainscore reserves the right to determine whether or not the contractual benefits are to be granted in such case and the same shall be at the sole discretion of Chainscore. Chainscore may terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of Chainscore for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:

(a) if you:

- are guilty of dishonesty or serious or persistent misconduct;
- without reasonable cause, neglect or refuse to attend to your duties; over a period of not less than six (6) months fail to perform your duties to the standard required by Chainscore and discussed with you;
- fail to perform any of your obligations under this Agreement.
- fail to observe Chainscore 's disciplinary rules or any other regulations of Chainscore from time to time in force;

(b) if you are incapacitated by illness or otherwise unable to perform your duties for a period totalling in aggregate six (6) months in any period of twelve (12) consecutive calendar months; or

(c) if you become bankrupt or have a receiving order made against you or make any general composition with your creditors,

In the event your employment is terminated for the reasons as enumerated in (a) to (c) above, no remuneration or compensation or contractual benefits shall be payable beyond the time of such dismissal, Further, Chainscore reserves the right to deduct any outstanding sums from the monies owed to you at the time of no your termination.

Upon the expiry or termination of your employment for any reason, you must, upon Chainscore 's request, resign without claims for compensation from all positions and offices held by you in Chainscore or in connection with your employment by Chainscore . If you fail to do so, Chainscore is hereby irrevocably authorized to appoint a person in your name and on your behalf to execute any documents and to do all things reasonably necessary or desirable to achieve the same effect.

Upon ceasing to be employed by Chainscore , you must deliver to Chainscore all materials provided to you by Chainscore or materials created by you during your employment with Chainscore . Such materials include preliminary and final drawings, reports, notes, records, manuals, documents, designs, computer disks, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature. If requested by Chainscore , you must certify that you do not retain any such materials.

Expenses-

Chainscore will reimburse you in respect of reasonable expenses you incur while you are engaged in Chainscore's business. You must comply with Chainscore 's rules and procedures for expenses to ensure you can claim reimbursement.

Public Holidays-

You are entitled to public holidays as scheduled for the India offices only.

Annual Leave and Sick/Casual Leave-

You are entitled to 21 days of annual paid leave (in addition to India's statutory holidays and 15 days of sick/casual leaves per year.

During the probationary period of six (6) months, you shall be entitled to leave with pay for five (5) days for every sixty (60) days of work

Annual leave will be given and taken as agreed with Chainscore and in the absence of agreement, as directed by Chainscore . You are requested to submit your leave application form at least seven (7) days in advance to the concerned authority. Accumulation of annual leave must not exceed forty-five (45) days at any one time. Any leave in excess of forty-five (45) days shall be forfeited.

Medical Reimbursement as part of your annual salary-

You will be reimbursed for the costs you incur for medical treatment for you and your immediate family. Reimbursements will be made on a monthly basis, based on actual expenses claimed. The amount forms part of your annual salary and will be reflected in the CTC Structure.

Benefits-

Chainscore operates an employee benefits program. The terms and conditions of the company benefit program can be obtained from the Human Resources department. Your coverage is subject to any medical tests and underwriting required by the company's insurer(s) and their subsequent acceptance of your application.

Chainscore Private Limited

3rd Floor,Westport Baner Pune
411045,India

hello@chainscore.com

+91-2041297978

Provident Fund (PF) Contributions-
Chainscore will make its Provident Fund contributions in accordance with the Chainscore Plan, as amended from time to time. Your contributions towards Provident Fund will be deducted from your salary accordingly to Chainscore Plan as amended from time to time.

Gratuity-
You will be eligible for gratuity after completion of continuous service of five (5) years, according to the Payment of Gratuity Act, 1972. The said Act enforces the payment of gratuity, a reward for long service, as a statutory retiral benefit. Notwithstanding the above,

(a) in case your services have been terminated for any act, willful omission or negligence causing any damage or loss to, or destruction of, property belonging to Chainscore , your gratuity shall be forfeited to the extent of the damage or loss so caused,
(b) gratuity payable to you may be wholly or partially forfeited
(i) if your services have been terminated on account of your riotous or disorderly conduct or any other act of violence on your part, or
(ii) if your services have been terminated for any act which constitutes an offence involving moral turpitude, provided that such offence is committed by you in the course of your employment.

Taxes-
You will be responsible for the filling and payment of your taxes in accordance with your tax obligations, worldwide.

Conduct & Discipline-
You must perform such duties as may from time to time be assigned to you. You must also comply with all reasonable directions made by Chainscore .
During your employment, you must well and faithfully serve Chainscore and use your utmost endeavours to promote its interests, and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties.
You must not, during the continuation of your employment, engage in any other employment or business activity, in the absence of prior written approval from Chainscore (which may be withheld by Chainscore at its sole discretion). You must not enter into any pecuniary obligation, which would render you financially embarrassed. You must not undertake or cause any action or deed which might in any way adversely affect Chainscore 's reputation or good standing, or those of its products or services.

Chainscore Regulations and Policies-
During your employment with Chainscore , you must observe and comply with all of the rules, regulations and directives of Chainscore as may from time to time be made or given. Chainscore has the right to alter and amend its rules and regulations as well as any of the terms of your employment. Any alteration or amendment will become fully effective and a binding term of your employment as soon as Chainscore tells you about it. You are bound by and must comply with the following as amended or replaced from time to time:

- Business Conduct Policy.
- Insider Trading & Conflict of Interest Policy:
- Chainscore India Human Resources and Administration Manual; and Other applicable policies.

Vaccine Policy-
As a condition of employment, you agree to comply with our COVID-19 vaccination policy. All employees based in India are required to be fully vaccinated for COVID-19, unless a reasonable accommodation is approved or as otherwise required by law. Absent a reasonable accommodation or legal exception, you agree to provide proof of your vaccination status and to be fully vaccinated by your first day of employment. In accordance with our policy. Failure to meet these requirements may lead to rescission of this offer and/or termination of employment.

Confidentiality-
As an employee of Chainscore , you have and will have access to a wide range of confidential information that is valuable to Chainscore , and its Members, affiliates, consultants, licensees, partners and vendors (collectively, the "Related Parties"). "Confidential Information" includes any information that is known to Chainscore and not generally known by or available to third parties other than Related Parties. Examples of Confidential Information include inventions, trade secrets, unpublished original works of authorship, technical data. knowledge or know-how, marketing information, business strategy, promotional plans, company financial information, customer lists, account information, and information regarding the business or finances of Related Parties and/or cardholders.
You must not, during your employment with Chainscore , use the Confidential Information for any purpose whatsoever other than the performance of your responsibilities as an employee of Chainscore . You must not disclose or cause or allow to be disclosed Confidential Information to any unauthorized third party. You must take reasonable precautions to prevent unauthorized disclosure of Confidential Information.

Chainscore Private Limited
3rd Floor,Westport Baner Pune
411045,India
hello@chainscore.com
+91-2041297978

If Chainscore authorizes you to disclose Confidential Information to a third party, you must do so only after ensuring that the third party is bound by appropriate non-disclosure obligations. Your unauthorized disclosure of Confidential Information could lead to termination of your employment with Chainscore , as well as other employment and/or legal action.
You agree to keep confidential all information disclosed in confidence by a third party to Chainscore , and you must only use such information to carry out work based on Chainscore 's agreement with that third party. You must not use on behalf of Chainscore , disclose to Chainscore , or induce Chainscore to use any information belonging to any of your former employers. You confirm that Chainscore has not asked or encouraged you to disclose information belonging to any former employer.
Upon the end of your employment with Chainscore , or upon Chainscore 's earlier request, you must deliver to Chainscore all Confidential Information and all Chainscore Property that you may have in your possession or control, including any and all copies thereof. "Chainscore Property" includes, but is not limited to, computers, equipment and other devices, records, files, notes, reports, memoranda, proposals, lists, correspondence, specifications, drawings, and other documents or tangible property, originals or copies. In the event of damage or loss to Chainscore Property, you shall be liable for the same and Chainscore reserves its right to deduct the cost of such articles from your compensation or take such other action as it may deem proper.
These obligations apply during and after your employment.

Intellectual Property-

Employment Intellectual Property

You recognize that during your employment with Chainscore you may, solely or jointly with others, create, conceive, develop, or reduce to practice inventions, trade secrets, original works of authorship, discoveries, concepts, ideas, improvements, processes, know-how, methods, formulas, designs, trademarks, service marks, trade dress, domain names, and/or other ideas, matters or things that are protectable under principles of law applicable to intellectual property (for example, laws protecting copyrights, patents, trademarks, trade names, trade dress, trade secrets and rights of privacy and publicity). All such creations and developments are referred to collectively as "Employment Intellectual Property."
You assign all your right, title, and interest in and to all Employment Intellectual Property to Chainscore . You waive and quitclaim to Chainscore any and all claims that you now or may in the future have for infringement or other wrongful use of any rights in all such Employment Intellectual Property. In addition, you agree that any Employment Intellectual Property that you create on or after your first day of employment with Chainscore that constitutes copyrightable subject matter is the sole property of Chainscore .

Non-Assigned Inventions-

You understand and Chainscore acknowledges that you have not assigned, and are not obligated to assign, to Chainscore anything you create (an "Invention") that meets all of the following criteria: (1) the Invention was developed entirely on your own time; (2) none of Chainscore 's equipment, supplies, facilities, and/or trade secrets were used to develop the Invention; (3) at the time the Invention was conceived or was reduced to practice, the Invention did not relate to Chainscore 's business or to Chainscore 's actual or demonstrably anticipated research or development, and (4) the Invention did not result from any work that you performed for Chainscore . (Inventions meeting all the above criteria are referred to collectively as "Non-Assigned Inventions").
You must complete, and at the request of Chainscore anytime during the course of your employment, you must update the attached Schedule A form identifying any and all Non-Assigned Inventions in which you have an ownership interest. If you leave Schedule A blank or do not return it to Chainscore that means you represent that you do not have any ownership interest in any Non-Assigned Inventions.
You agree that if in the course of doing your job as an employee of Chainscore , you incorporate any Non- Assigned Invention into any Employment Intellectual Property, you grant Chainscore an irrevocable, perpetual, non-exclusive, worldwide license to use, make, sell, offer to sell, practice, distribute, copy, display, publicly perform, adapt, sub-license, and otherwise exploit the Non-Assigned Invention and any patent or copyright that may be obtained for the Non-Assigned Invention as part of or in connection with any Employment Intellectual Property. You understand that Chainscore agrees not to disclose, without your consent, any confidential information that you provide to Chainscore relating to any Non-Assigned Invention.

Internet Domain Names-

You have listed in Schedule A each Internet domain name that is registered in you name, or in the name of any person or entity that you own or control, as of the date of this Agreement. You agree that you will not. during the term of your employment with Chainscore , register in your own name, or participate in the registration in the name of any person or entity that you own or control, any domain name that: (1) consists, in whole or in part, of any trade name, trademark, service mark or product name owned or used by Chainscore or Related Party, or (2) is likely to be confusingly similar to any such name or mark, or (3) contains the name of any director or officer of Chainscore or Related Party.

Assistance in Protecting Intellectual Property-

You agree to assist Chainscore and any of its designees to obtain, secure, maintain, register, perfect, extend,defend, enforce and otherwise protect Chainscore 's or any related entity's rights in all its Intellectual Property in any and all countries. Such assistance will include, as requested and for example, disclosing to Chainscore all Information you have about its Intellectual Property: executing applications, specifications, oaths, assignments and all other instruments that Chainscore deems necessary in order to protect such rights and/or in order to assign and convey to Chainscore , its successors, assigns and nominees the sole and exclusive right, title and interest in and to such Intellectual Property; and maintaining inventor notebooks and otherwise keeping complete and accurate records for the benefit of Chainscore for all Employment Intellectual Property that you create, conceive, develop, discover or reduce to practice, solely or in collaboration with others, while employed by Chainscore . Your obligation to assist Chainscore in these ways will continue after your employment ends with Chainscore , in which case you understand that you may be compensated at Chainscore 's discretion at a reasonable rate for time spent on such assistance. If Chainscore is unable, because of your unavailability, mental or physical incapacity, or for any other reason, to secure your signature to apply for or to pursue any application or assignment for any patent, copyright, trademark or domain name registration anywhere in the world covering any of the Intellectual Property that you assigned to Chainscore above, then you hereby irrevocably designate and appoint Chainscore and its duly authorized officers and agents as your agent and attorney-in-fact, to act on your behalf to execute and file any such application or assignment and to do all other lawfully permitted acts to further the registration, issuance or assignment of patents, copyrights, trademarks and domain names with the same legal force and effect as if executed by you.

Conflicting Employee Obligations-

You represent that you are not a party to any written or oral employment agreement, non-competition agreement, or other contract that: (1) prohibits your employment with Chainscore ; (2) conflicts with any part of this Agreement or precludes you from complying with any part of this Agreement; (3) conflicts with your obligations to use your best efforts to promote Chainscore 's interests; or (4) conflicts with the business conducted and/or proposed to be conducted by Chainscore

You agree not to enter into any agreement, written or oral, with anyone that conflicts with any part of this Agreement. You agree to indemnify, defend, and hold Chainscore harmless from and against any and all claims, liabilities, damages and expenses, including reasonable attorneys' fees and costs of suit, arising out of your breach of any obligations under this Agreement.

You recognize that Chainscore expends substantial time, effort, and expense to recruit, hire and train its employees, and that recruitment of Chainscore employees by former employees of Chainscore will unfairly disrupt Chainscore 's workforce. For a period of eighteen (18) months immediately following the termination of your employment with Chainscore , you must not solicit or recruit any employee of Chainscore to terminate his or her employment by Chainscore .

Governing Laws-

This Agreement is governed by and construed in accordance with the laws of India.
To accept this offer, please sign and date this letter in the space provided below within 2 days of this letter, falling which this offer will lapse.
I look forward to you joining the team.

Sincerely,

Prasad Kumkar.
CEO, Chainscore Private Limited

I, Rajas Uchagaonkar, acknowledge and agree with the above terms and conditions of my employment with Chainscore Consolidated Support Services (1) Pvt Ltd.

Accepted: _____. Date: _____
Rajas Uchagaonkar

Chainscore Private Limited
3rd Floor,Westport Baner Pune
411045,India
hello@chainscore.com
+91-2041297978

SCHEDULE B

Annual Salary -	INR 1,600,000.00
PF Contribution (Company Contribution)** -	INR 84,000.00
Gratuity** -	INR 33,600.00
On-Target VIP (Bonus)** -	INR 140,000.00
Total Target Compensation -	INR 1,857.600.00

*Annual salary is broken into following items:
a) Basic Pay -50% of annual salary
b) House Rent Allowance - 25% of annual salary
c) Medical Reimbursement - Up to INR 15,000 per annum
d) Car Running & Maintenance Reimbursement - Up to INR 3,300 per month.
e) Internet & Telephone Reimbursement - Up to INR 1,200 per month
f) Leave Travel Allowance - Up to INR 75,000 per annum
g) Special Allowance - Residual value after deducting a sum of "a" to "f" from annual salary

These are estimates. Actual contribution would be in accordance with the rules applicable

Internet Allowance-
Reimbursement of up to INR 1,200 per month towards the cost of one home Internet connection is allowed. To be eligible for reimbursement, the connection has to be in your name.

Car Allowance-
Reimbursement of up to INR 3,300 towards the cost of running & maintenance of employee owned car which is being used, partly for private purposes and partly for official purposes (including commuting to & from office and home). To be eligible for reimbursement, the car has to be in employee's name.

RELOCATION EXPENSE AGREEMENT-
I, Rajas Uchagaonkar, understand that Chainscore, as part of its offer of employment/transfer, has agreed to pay reasonable travel and relocation expenses subject to the conditions set forth in Chainscore's relocation policy.

In consideration of this payment, hereby agree that will reimburse Chainscore according to the formula below, if within one year of transfer, any of the following occur: I voluntarily terminate my employment, am terminated involuntarily for cause as determined by applicable law and/or my employment agreement. For purposes of this Agreement, "Cause" shall mean any of the following:
1. failure to materially comply with any lawful instruction of the Company or any Company policy.
2. acts of dishonesty, incompetence, willful misconduct, habitual unexcused absence from work, failure to perform duties or otherwise meet the Company's performance expectations and/or standards;
3. to the extent permitted by applicable law, the commission of any act which constitutes a conflict of interest with the Company, or a breach of fiduciary duty owed by the Employee to the Company;
4. to the extent permitted by applicable law, any criminal conviction (other than for minor traffic violations or similar offenses), whether or not the alleged act that led to such conviction was committed in the course of performing duties for the Company.
(12 minus the # of months worked) x (total expenses divided by 12) = amount of reimbursement to Chainscore.

I further authorize Chainscore to deduct this amount from my salary payments or other moneys due me prior to or at the date of termination. Should these salary payments or other moneys be insufficient to reimburse Chainscore fully, agree to pay the difference within fifteen (15) calendar days of my final day of employment with Chainscore.

Signature: _____. Date: _____

Rajas Uchagaonkar

Chainscore Private Limited

3rd Floor,Westport Baner Pune
411045,India

hello@chainscore.com

+91-2041297978

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Praveenkumar Saw

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Praveenkumar Saw,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
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ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Let's Solve

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
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ANNEXURE-3

Name : Praveenkumar Saw Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

23-Jan-23

Mr. Pranav Jadhav
Flat no.9,sunita park, left bhusari colony,
kothrud, Pune,411038

Dear Mr. Jadhav,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

(Pranav Jadhav)

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Shivajinagar, Old Mumbai-Pune Highway
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Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
Pranav Jadhav	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
		Gross Salary	**56,021.00**	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	**Fixed CTC**	**725,000.00**		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	**802,358.00**		

Other Benefits

Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

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23-Jan-23

Mr. Pranav Jadhav
Flat no.9,sunita park, left bhusari colony,
kothrud, Pune,411038

Dear Mr. Jadhav,

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Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

(Pranav Jadhav)

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Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
Pranav Jadhav	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
		Gross Salary	**56,021.00**	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	**Fixed CTC**	**725,000.00**		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	**802,358.00**		

Other Benefits

Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

Letter of Intent (LOI)

Superset ID: 3205997

Date: November 25, 2022

Dear POURNIMA VIJAY BOROLE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

DocuSign Envelope ID: 6AD98D15-18E9-45B7-B26C-5541950DDE1B

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

NTT DATA Services

11-November-2022
Omkar Dattatray Jagtap
AISSMS College of Engineering

Dear *Omkar,*

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

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

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

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

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

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

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

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

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

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

Confidential

Scanned with CamScanner

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Netra Ghodekar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Netra Ghodekar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
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ANNEXURE-3

Name : Netra Ghodekar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Letter of Intent (LOI)

Superset ID: 3277686

Date: November 25, 2022

Dear MOHIT SUNIL SARODE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Harsh Khandelwal

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Harsh Khandelwal,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Harsh Khandelwal Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Letter of Intent (LOI)

Superset ID: 3330184

Date: November 25, 2022

Dear GURSHAN SINGH,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

APPOINTMENT LETTER

Confidential

Date:

Sub :. Letter of Appointment ("Letter") as

Dear

Congratulations!

It is our pleasure to confirm your appointment with us.

This Letter outlines the terms and conditions of your employment with Yardi Software India Private

Limited **(“Company”)**.

1. Place of Work:

a) Your base location of work shall be Pune. Presence at work will be based on the current work location policy of the Company which may undergo changes from time to time depending on business requirements. This is covered under our Remote Working Policy in the Handbook.

b) You can be posted to any location in India or abroad, as may be required for the Company’s business, subject to Company’s policies from time to time.

c) In the interest of a particular project, the Company may expect you to work from any of its or its customer’s offices. Although the Company will endeavor to ensure that such change in location does not cause any disruption to you or your family, we cannot guarantee the continuation of any specific facility or perquisite in the new location.

2. Remuneration:

a) You will be paid Annual Gross Salary as detailed in Annexure A, which shall be subject to applicable statutory deductions and withholding taxes.

b) In addition to the above, you shall be entitled to receive various employee benefits as detailed in **Annexure A.** These benefits are governed by the Company’s policies and are subject to revision from time to time.

c) Salary reviews will be in accordance with the Company’s standard policy. Please note that your salary is location-based i.e., it is based on the cost of living of your base location. As such, if you relocate, your salary may be adjusted to the cost of living of the new location. This may be higher or lower than your current salary

and will be discussed with you in advance.

d) In case of change in the existing statute or introduction of new statute, the Company reserves a right to adjust the salary components to ensure that the payments are made in compliance with such applicable laws.

e) Your remuneration package is strictly confidential between you and the Company and should not be discussed with any colleague, manager, senior nor divulged to anyone in any manner (or for any reason) whatsoever.

f) Any incentive-based compensation, performance bonus, variable payment, or any other voluntary benefit extended by the Company pursuant to this Letter or any other agreement or arrangement will be subject deductions as per the law.

3. Hours of Work:

a) You will be required to work for 8 hours 30 minutes per day (Monday to Friday) including half an hour for lunch. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends. Your annual compensation is structured to address all such contingencies and therefore we do not have a policy for overtime payment, or payment or hardship allowances.

b) You may also be expected to travel to other locations at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with care and diligence.

c) You agree to work at timings that overlap with the Company's global clients/offices as needed.

4. Probation Period:

a) You will be on a probation for a period of six (6) months from your actual joining date. At the discretion of the Company, the probation period may be reduced or extended.

b) On successful completion of the probation period, if in the opinion of the Company, you are found suitable for the appointed post, your appointment will be confirmed and communicated to you in writing by the Company.

c) During the Probation Period, either party may terminate this employment by giving a one (1) day written notice to the other party.

5. Leave:

You will be entitled to paid leave each year as per relevant Company policy.

6. No Dual Employment:

During the course of your employment with the Company, you shall devote your full time and attention to fulfilling your responsibility towards the Company. For this, you are refrained from taking up any other employment, consultancy or any other job (with or without remuneration), without the prior written consent of the Company.

7. Resignation/Termination:

a) **Resignation by Employee**: After your confirmation, you will be required to serve a prior written notice of thirty (30) days (Notice Period). In case of resignation, the Company reserves the right to:

(i) relieve you earlier than the Notice Period

(ii) direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or a part of the Notice Period;

(iii) decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you and/or,

(iv) recover any shortfall in the Notice Period by claiming payment of an amount equivalent to the gross salary for the remaining Notice Period.

Resignation should be submitted before the closing hours on the working day. Any resignation submitted after the working hours shall be considered to have been received by the Company on the next working day.

Please note that the Company does not accept any retrospective or back dated resignation, and in such case, the notice period shall start on the date of acceptance of the resignation

b) **Termination by Company:** After your confirmation, the Company reserves the right to terminate your services for convenience by giving prior written notice of at least thirty (30) days or payment of gross salary in lieu thereof. Such termination does not amount to 'Retrenchment' under any law and does not entitle you to claim any severance pay.

Termination for Cause: Not withstanding anything contained above, your employment with the Company may be terminated without prior notice or without any salary in lieu thereof if you:

(i) commit any serious or persistent breach of any of the terms and conditions of this Letter or any of the provisions of employee handbook or other documents incorporated by reference in this document

(ii) do or cause to be done any act, deed, matter or thing adverse to the Company's interests

(iii) are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time

(iv) fail to or are negligent in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company

(v) have furnished any information or made any representation that is found to be incorrect or if

any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein

(vi) are accused or convicted of any criminal offense and/or,

(vii) become permanently incapacitated, or prevented by illness, accident or any other circumstance from discharging your duties and/or,

(viii) absconding for more than 10 (ten) days.

8. Retirement:

The age of retirement from the Company shall be on attainment of sixty-five (65) years. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the date of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Effect of Termination:

a) Upon termination of your employment with the Company for any reason, you will:

(i) hand over charge to such person or persons as informed to you.

(ii) unconditionally surrender to HR representative or such specified person all of the Company's and customer's property including but not limited to any confidential information, all hardware, software, documents, books, or any other articles of the Company and /or copies thereof belonging to the Company which, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or confidential information for any reason whatsoever.

(iii) continue to be bound by your employment obligations to the Company including in relation to Company's confidential information and intellectual property and,

(iv) not make any statements (whether oral or written) or do anything which might damage the reputation of the Company or interfere with Company's relationship with its clients and customers.

(v) Without prejudice to Company's other rights and remedies, the Company will be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.

(vi) The Service and Experience Certificate will be issued only if you have served the required Notice Period and/or complied with the Company's exit formalities.

b) **Indemnification:**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding or demand instituted or made against the Company caused or occasioned by your act/omissions which results into any breach of confidentiality, infringement of intellectual property rights, property damage, bodily injury or death.

11. Non Solicitation:

a) You agree that you will be exposed to crucial Confidential Information of the Company that will provide you a unique competitive advantage. It is a fact that your engagement with an establishment carrying out similar activities as the Company will inevitably result in the use/disclosure of Confidential Information prejudicial to the interests of the Company. Therefore, in consideration of the remuneration promised to you during your employment, you agree that during the term of this employment and for a period of at least five (5) years after the termination of the employment, you shall not (directly or indirectly), either by yourself or through any firm, company, or person, without the Company's prior written consent:

(i) solicit or entice or endeavor to solicit or entice away from the Company, any of its existing or prospective consultant(s) or existing or prospective employee(s).

(ii) solicit, entice, or endeavor to solicit or entice away from the Company any customer or trade connection of the Company whether or not such customer or trade connection would commit a breach of contract by reason of terminating such relationship and/or,

(iii) take up any job or assignment, full time or otherwise, with any current client of the Company without the express written consent from the Company.

b) You agree that the restrictions contained in this clause are reasonable and necessary for the protection of the confidential information and business of the Company and shall survive the termination of this employment. In the event of breach or threatened breach of the covenant set forth herein, the Company will suffer irreparable harm and therefore, the Company will be entitled to an injunction restraining you from committing such breach and/or claim for damages. Nothing contained herein shall be construed as prohibiting the Company from pursuing any other remedies available to it for such breach or threatened breach

12. Accountability:

a) You agree to use all tools including but not limited to software applications and other copyrighted material provided by the Company, for official purposes only. Internet and email access are provided to you as business communication tools for appropriate internal and external business uses. Generation, transmission or storage of potentially offensive information is not allowed.

b) During the period of your employment, you shall be governed by all the different Company policies that are in force currently and that may be implemented from time to time (collectively referred to as "Policies") and they shall form a part of the terms of your employment. Subject to compliance with the applicable laws, the Company's decisions on all the matters contained in the policies will be final and binding on you. Any violation of such policies could lead to a disciplinary action against you, which may lead up to termination of your employment. It is clarified that the onus will be on you to familiarize yourself with all the Policies and ignorance of any of the Policies by you will not be accepted as a valid defence for the breach or non-compliance with any requirements thereunder.

c) In addition to compliance with the Company's Code of Conduct, you are expected to adhere to the highest level of ethical conduct in dealing with customers, dealers, vendors, suppliers, subcontractors, employees,staff, or the like by whatever name called. We have a zero-tolerance attitude towards any

verbal abuse, sexual harassment, gender discrimination, racism towards anyone engaged with the Company or otherwise.

13. Non Disclosure Agreement Covering Confidentiality and Intellectual Property Rights:

You shall also be required to execute a separate Invention Assignment / IP – Intellectual Property and, Confidentiality Agreement set out in a separate Non Disclosure Agreement (NDA) with the Company. The terms and conditions of this NDA shall survive perpetually even after the termination of your employment.

14. Consent Regarding Personal Data:

a) This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, Biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record.

b) You hereby understand and consent to Company, without any reservations, to(i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or any matters arising from such employment, (iii) sharing such data with any outside agencies or third parties for verification and validation of this information, processing in relation to employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations and (iv) share or display your group/individual photographs on the Company website or any social media account of the Company, even after your separation from the Company.

c) You understand that you may withdraw the consent by informing in writing to Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal data or Information) Rules, 2011 and any successor laws regarding the subject.

d) A complete text of our Data Protection is covered by the IT Acceptable Use policy.

15. Changes in Personal Details:

Any change in your residential address, telephone numbers, marital status, and academic qualifications should be notified in writing to the Company and should be updated in the HR portal of the Company. All communication will be addressed to you on the last address notified by you and it will be presumed that you have received such communication addressed to you.

16. Representations and Warranties:

You represent and warrant to the Company that:

a) You have reviewed the Letter and understand the terms, purposes, and effects of this Letter. You have accepted this Letter only after having had the opportunity to seek clarifications, and that you have not been subjected to coercion, duress or undue influence of any kind to execute this Letter

b) You are not under any contractual obligation that would prohibit or impede you from accepting employment with the Company or performing your obligation under this Letter

c) Any notice period that you are required to give or to serve with a previous employer has expired as of the Joining Date and,

d) You are legally permitted to be employed in India.

17. Conditions Precedent:

Your employment is subject to following:

a) You being medically fit to accept full time employment, at the time of joining and at all times thereafter.

b) Your clearing of a background verification test.

c) You being free from any obligation owed to a third party which might prevent you from joining the Company.

d) The information provided by you in relation to your employment by the Company regarding your background and/or previous employment being complete, accurate and not misleading in any respect and all information obtained by the Company in respect of you being fully satisfactory to the Company.

e) You being compliant with all the statutory as well as Company's rules and regulations applicable to your employment and,

f) You are expected to join the Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay as a result of not producing a valid letter unconditionally relieving you from the previous job.

g) The Company reserves the right not to accept you into its rolls or after such acceptance, to discharge you from its rolls, in case any of the information provided by you is found to be incorrect, particularly submission of documents in proof of your qualifications and/or experience, without any notice or salary in lieu thereof.

18. Governing Laws:

This Letter shall be governed under the laws of Maharashtra, India and subject to the exclusive jurisdiction of courts in Pune.

19. Authorization to Notify the New Employer:

In the event of cessation of your employment, you hereby grant consent to the Company to notify any new employer and/or any third party about your obligations under this Letter. If necessary, the Company has a right to disclose the terms and conditions of this Letter to any new employer or third parties.

20. Notice:

All notices and other communications given or made under this Letter shall be in English language and in writing and shall be given by personal delivery, pre-paid registered mail addressed to the Company at its registered address, or by way of email sent to the email address set out below. The Company will send all notices to you at your last known permanent address and/or by electronic email.

21. Non-Disparagement:

a) You shall not act in any manner that might damage the business or reputation of the Company. You must also refrain from encouraging, counselling or assisting any attorneys or his clients in the presentation or prosecution of any disputes, differences, grievances, claims, charges, or complaints by any third party against the Company.

b) You shall refrain from any defamation of the Company and any tortuous interference with the contracts, relationships and prospective economic advantage of the Company. This prohibition extends to statements (written or verbal), made to anyone or through any medium, including but not limited to the media
(including on social media websites such as Facebook, Twitter, LinkedIn etc.), current or potential investors, industry analysts, competitors, strategic partners, vendors, suppliers, licensors, employees, clients and third parties. The terms of this clause shall continue to operate and apply after the cessation of his employment(whether due to termination, resignation, separation or superannuation) without limitation in time.

22. Other Terms and Conditions:

a) After joining the Company's rolls, your retention in the Company's service will be subject to your maintaining yourself in a state of medical fitness.

b) You understand and agree that any designation given to you in the course of your employment with the Company will be purely ceremonial and ipso facto shall not carry any right of office. You further understand and agree that no such designation, by itself, entitles you to be a member of the Company, or grants you any rights outside the scope of this letter unless specifically communicated to you in you in writing by the Company.

c) You agree that this letter contains the entire understanding concerning the matters discussed above, and supersedes and replaces any prior Appointments, understandings, representations, promises, or agreements by or on behalf of the Company.

d) The Company and you mutually agree that the provisions of this Letter are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the agreement will remain valid and enforceable. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

e) The Company will have the right to transfer and assign this Letter and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Letter is personal to you, and you will not be entitled to transfer or assign it in whole or in part.

f) Headings are for ease of reference only and do not affect the meaning of the agreement set out in this letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of India.

g) All policies referenced in this Letter, and those governing your employment are covered in the Employee Handbook

Please review this Letter of Appointment. Please sign the enclosed duplicate copy of this letter and return it to the undersigned as a token of your acceptance of the terms and conditions mentioned above, failing which this Appointment for Employment stands cancelled.

All of us are excited about working with you at Yardi Software India Private Limited and look forward to a mutually rewarding relationship.

Yours Sincerely,
For **Yardi Software India Private Limited**

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings, or representations in choosing to accept employment with the Company.

By signing this Letter, I also declare and represent that I am physically and mentally fit to take up employment with the Company. I also further declare that I am not suffering from any contagious ailment and/or any psychiatric/physiological disorder which may impair my ability to perform my duties, or which may have an adverse effect on our health.

_____

Name:
Place: Pune
Date:

APPOINTMENT LETTER

Confidential

Date:

Sub :. Letter of Appointment ("Letter") as

Dear

Congratulations!

It is our pleasure to confirm your appointment with us.

This Letter outlines the terms and conditions of your employment with Yardi Software India Private

Limited **(“Company”)**.

1. Place of Work:

a) Your base location of work shall be Pune. Presence at work will be based on the current work location policy of the Company which may undergo changes from time to time depending on business requirements. This is covered under our Remote Working Policy in the Handbook.

b) You can be posted to any location in India or abroad, as may be required for the Company’s business, subject to Company’s policies from time to time.

c) In the interest of a particular project, the Company may expect you to work from any of its or its customer’s offices. Although the Company will endeavor to ensure that such change in location does not cause any disruption to you or your family, we cannot guarantee the continuation of any specific facility or perquisite in the new location.

2. Remuneration:

a) You will be paid Annual Gross Salary as detailed in Annexure A, which shall be subject to applicable statutory deductions and withholding taxes.

b) In addition to the above, you shall be entitled to receive various employee benefits as detailed in **Annexure A.** These benefits are governed by the Company’s policies and are subject to revision from time to time.

c) Salary reviews will be in accordance with the Company’s standard policy. Please note that your salary is location-based i.e., it is based on the cost of living of your base location. As such, if you relocate, your salary may be adjusted to the cost of living of the new location. This may be higher or lower than your current salary

and will be discussed with you in advance.

d) In case of change in the existing statute or introduction of new statute, the Company reserves a right to adjust the salary components to ensure that the payments are made in compliance with such applicable laws.

e) Your remuneration package is strictly confidential between you and the Company and should not be discussed with any colleague, manager, senior nor divulged to anyone in any manner (or for any reason) whatsoever.

f) Any incentive-based compensation, performance bonus, variable payment, or any other voluntary benefit extended by the Company pursuant to this Letter or any other agreement or arrangement will be subject deductions as per the law.

3. Hours of Work:

a) You will be required to work for 8 hours 30 minutes per day (Monday to Friday) including half an hour for lunch. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends. Your annual compensation is structured to address all such contingencies and therefore we do not have a policy for overtime payment, or payment or hardship allowances.

b) You may also be expected to travel to other locations at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with care and diligence.

c) You agree to work at timings that overlap with the Company's global clients/offices as needed.

4. Probation Period:

a) You will be on a probation for a period of six (6) months from your actual joining date. At the discretion of the Company, the probation period may be reduced or extended.

b) On successful completion of the probation period, if in the opinion of the Company, you are found suitable for the appointed post, your appointment will be confirmed and communicated to you in writing by the Company.

c) During the Probation Period, either party may terminate this employment by giving a one (1) day written notice to the other party.

5. Leave:

You will be entitled to paid leave each year as per relevant Company policy.

6. No Dual Employment:

During the course of your employment with the Company, you shall devote your full time and attention to fulfilling your responsibility towards the Company. For this, you are refrained from taking up any other employment, consultancy or any other job (with or without remuneration), without the prior written consent of the Company.

7. Resignation/Termination:

a) **Resignation by Employee**: After your confirmation, you will be required to serve a prior written notice of thirty (30) days (Notice Period). In case of resignation, the Company reserves the right to:

(i) relieve you earlier than the Notice Period

(ii) direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or a part of the Notice Period;

(iii) decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you and/or,

(iv) recover any shortfall in the Notice Period by claiming payment of an amount equivalent to the gross salary for the remaining Notice Period.

Resignation should be submitted before the closing hours on the working day. Any resignation submitted after the working hours shall be considered to have been received by the Company on the next working day.

Please note that the Company does not accept any retrospective or back dated resignation, and in such case, the notice period shall start on the date of acceptance of the resignation

b) **Termination by Company:** After your confirmation, the Company reserves the right to terminate your services for convenience by giving prior written notice of at least thirty (30) days or payment of gross salary in lieu thereof. Such termination does not amount to 'Retrenchment' under any law and does not entitle you to claim any severance pay.

Termination for Cause: Not withstanding anything contained above, your employment with the Company may be terminated without prior notice or without any salary in lieu thereof if you:

(i) commit any serious or persistent breach of any of the terms and conditions of this Letter or any of the provisions of employee handbook or other documents incorporated by reference in this document

(ii) do or cause to be done any act, deed, matter or thing adverse to the Company's interests

(iii) are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time

(iv) fail to or are negligent in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company

(v) have furnished any information or made any representation that is found to be incorrect or if

any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein

(vi) are accused or convicted of any criminal offense and/or,

(vii) become permanently incapacitated, or prevented by illness, accident or any other circumstance from discharging your duties and/or,

(viii) absconding for more than 10 (ten) days.

8. Retirement:

The age of retirement from the Company shall be on attainment of sixty-five (65) years. For this purpose, the date of birth considered will be as per the certificate of proof of age submitted by you at the date of joining the Company. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

9. Effect of Termination:

a) Upon termination of your employment with the Company for any reason, you will:

(i) hand over charge to such person or persons as informed to you.

(ii) unconditionally surrender to HR representative or such specified person all of the Company's and customer's property including but not limited to any confidential information, all hardware, software, documents, books, or any other articles of the Company and /or copies thereof belonging to the Company which, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or confidential information for any reason whatsoever.

(iii) continue to be bound by your employment obligations to the Company including in relation to Company's confidential information and intellectual property and,

(iv) not make any statements (whether oral or written) or do anything which might damage the reputation of the Company or interfere with Company's relationship with its clients and customers.

(v) Without prejudice to Company's other rights and remedies, the Company will be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.

(vi) The Service and Experience Certificate will be issued only if you have served the required Notice Period and/or complied with the Company's exit formalities.

b) **Indemnification:**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding or demand instituted or made against the Company caused or occasioned by your act/omissions which results into any breach of confidentiality, infringement of intellectual property rights, property damage, bodily injury or death.

11. Non Solicitation:

a) You agree that you will be exposed to crucial Confidential Information of the Company that will provide you a unique competitive advantage. It is a fact that your engagement with an establishment carrying out similar activities as the Company will inevitably result in the use/disclosure of Confidential Information prejudicial to the interests of the Company. Therefore, in consideration of the remuneration promised to you during your employment, you agree that during the term of this employment and for a period of at least five (5) years after the termination of the employment, you shall not (directly or indirectly), either by yourself or through any firm, company, or person, without the Company's prior written consent:

(i) solicit or entice or endeavor to solicit or entice away from the Company, any of its existing or prospective consultant(s) or existing or prospective employee(s).

(ii) solicit, entice, or endeavor to solicit or entice away from the Company any customer or trade connection of the Company whether or not such customer or trade connection would commit a breach of contract by reason of terminating such relationship and/or,

(iii) take up any job or assignment, full time or otherwise, with any current client of the Company without the express written consent from the Company.

b) You agree that the restrictions contained in this clause are reasonable and necessary for the protection of the confidential information and business of the Company and shall survive the termination of this employment. In the event of breach or threatened breach of the covenant set forth herein, the Company will suffer irreparable harm and therefore, the Company will be entitled to an injunction restraining you from committing such breach and/or claim for damages. Nothing contained herein shall be construed as prohibiting the Company from pursuing any other remedies available to it for such breach or threatened breach

12. Accountability:

a) You agree to use all tools including but not limited to software applications and other copyrighted material provided by the Company, for official purposes only. Internet and email access are provided to you as business communication tools for appropriate internal and external business uses. Generation, transmission or storage of potentially offensive information is not allowed.

b) During the period of your employment, you shall be governed by all the different Company policies that are in force currently and that may be implemented from time to time (collectively referred to as "Policies") and they shall form a part of the terms of your employment. Subject to compliance with the applicable laws, the Company's decisions on all the matters contained in the policies will be final and binding on you. Any violation of such policies could lead to a disciplinary action against you, which may lead up to termination of your employment. It is clarified that the onus will be on you to familiarize yourself with all the Policies and ignorance of any of the Policies by you will not be accepted as a valid defence for the breach or non-compliance with any requirements thereunder.

c) In addition to compliance with the Company's Code of Conduct, you are expected to adhere to the highest level of ethical conduct in dealing with customers, dealers, vendors, suppliers, subcontractors, employees,staff, or the like by whatever name called. We have a zero-tolerance attitude towards any

verbal abuse, sexual harassment, gender discrimination, racism towards anyone engaged with the Company or otherwise.

13. Non Disclosure Agreement Covering Confidentiality and Intellectual Property Rights:

You shall also be required to execute a separate Invention Assignment / IP – Intellectual Property and, Confidentiality Agreement set out in a separate Non Disclosure Agreement (NDA) with the Company. The terms and conditions of this NDA shall survive perpetually even after the termination of your employment.

14. Consent Regarding Personal Data:

a) This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person that is, in combination of other information or otherwise, is capable of identifying such person notably including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, Biometric information, any information or detail relating to previous employment details, educational qualifications and criminal record.

b) You hereby understand and consent to Company, without any reservations, to(i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or any matters arising from such employment, (iii) sharing such data with any outside agencies or third parties for verification and validation of this information, processing in relation to employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations and (iv) share or display your group/individual photographs on the Company website or any social media account of the Company, even after your separation from the Company.

c) You understand that you may withdraw the consent by informing in writing to Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance of The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal data or Information) Rules, 2011 and any successor laws regarding the subject.

d) A complete text of our Data Protection is covered by the IT Acceptable Use policy.

15. Changes in Personal Details:

Any change in your residential address, telephone numbers, marital status, and academic qualifications should be notified in writing to the Company and should be updated in the HR portal of the Company. All communication will be addressed to you on the last address notified by you and it will be presumed that you have received such communication addressed to you.

16. Representations and Warranties:

You represent and warrant to the Company that:

a) You have reviewed the Letter and understand the terms, purposes, and effects of this Letter. You have accepted this Letter only after having had the opportunity to seek clarifications, and that you have not been subjected to coercion, duress or undue influence of any kind to execute this Letter

b) You are not under any contractual obligation that would prohibit or impede you from accepting employment with the Company or performing your obligation under this Letter

c) Any notice period that you are required to give or to serve with a previous employer has expired as of the Joining Date and,

d) You are legally permitted to be employed in India.

17. Conditions Precedent:

Your employment is subject to following:

a) You being medically fit to accept full time employment, at the time of joining and at all times thereafter.

b) Your clearing of a background verification test.

c) You being free from any obligation owed to a third party which might prevent you from joining the Company.

d) The information provided by you in relation to your employment by the Company regarding your background and/or previous employment being complete, accurate and not misleading in any respect and all information obtained by the Company in respect of you being fully satisfactory to the Company.

e) You being compliant with all the statutory as well as Company's rules and regulations applicable to your employment and,

f) You are expected to join the Company after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses and expenses that the Company may be required to pay as a result of not producing a valid letter unconditionally relieving you from the previous job.

g) The Company reserves the right not to accept you into its rolls or after such acceptance, to discharge you from its rolls, in case any of the information provided by you is found to be incorrect, particularly submission of documents in proof of your qualifications and/or experience, without any notice or salary in lieu thereof.

18. Governing Laws:

This Letter shall be governed under the laws of Maharashtra, India and subject to the exclusive jurisdiction of courts in Pune.

19. Authorization to Notify the New Employer:

In the event of cessation of your employment, you hereby grant consent to the Company to notify any new employer and/or any third party about your obligations under this Letter. If necessary, the Company has a right to disclose the terms and conditions of this Letter to any new employer or third parties.

20. Notice:

All notices and other communications given or made under this Letter shall be in English language and in writing and shall be given by personal delivery, pre-paid registered mail addressed to the Company at its registered address, or by way of email sent to the email address set out below. The Company will send all notices to you at your last known permanent address and/or by electronic email.

21. Non-Disparagement:

a) You shall not act in any manner that might damage the business or reputation of the Company. You must also refrain from encouraging, counselling or assisting any attorneys or his clients in the presentation or prosecution of any disputes, differences, grievances, claims, charges, or complaints by any third party against the Company.

b) You shall refrain from any defamation of the Company and any tortuous interference with the contracts, relationships and prospective economic advantage of the Company. This prohibition extends to statements (written or verbal), made to anyone or through any medium, including but not limited to the media
(including on social media websites such as Facebook, Twitter, LinkedIn etc.), current or potential investors, industry analysts, competitors, strategic partners, vendors, suppliers, licensors, employees, clients and third parties. The terms of this clause shall continue to operate and apply after the cessation of his employment(whether due to termination, resignation, separation or superannuation) without limitation in time.

22. Other Terms and Conditions:

a) After joining the Company's rolls, your retention in the Company's service will be subject to your maintaining yourself in a state of medical fitness.

b) You understand and agree that any designation given to you in the course of your employment with the Company will be purely ceremonial and ipso facto shall not carry any right of office. You further understand and agree that no such designation, by itself, entitles you to be a member of the Company, or grants you any rights outside the scope of this letter unless specifically communicated to you in you in writing by the Company.

c) You agree that this letter contains the entire understanding concerning the matters discussed above, and supersedes and replaces any prior Appointments, understandings, representations, promises, or agreements by or on behalf of the Company.

d) The Company and you mutually agree that the provisions of this Letter are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the agreement will remain valid and enforceable. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

e) The Company will have the right to transfer and assign this Letter and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Letter is personal to you, and you will not be entitled to transfer or assign it in whole or in part.

f) Headings are for ease of reference only and do not affect the meaning of the agreement set out in this letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of India.

g) All policies referenced in this Letter, and those governing your employment are covered in the Employee Handbook

Please review this Letter of Appointment. Please sign the enclosed duplicate copy of this letter and return it to the undersigned as a token of your acceptance of the terms and conditions mentioned above, failing which this Appointment for Employment stands cancelled.

All of us are excited about working with you at Yardi Software India Private Limited and look forward to a mutually rewarding relationship.

Yours Sincerely,
For **Yardi Software India Private Limited**

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings, or representations in choosing to accept employment with the Company.

By signing this Letter, I also declare and represent that I am physically and mentally fit to take up employment with the Company. I also further declare that I am not suffering from any contagious ailment and/or any psychiatric/physiological disorder which may impair my ability to perform my duties, or which may have an adverse effect on our health.

_____

Name:
Place: Pune
Date:

Mtech Admission 2023

1 message

<pgadm@iitb.ac.in> Sat, 3 Jun 2023 at 10:53
To: suryawanshivedant2001@gmail.com
Cc: pgadm@iitb.ac.in

INDIAN INSTITUTE OF TECHNOLOGY, BOMBAY

Academic Office

Date: 03-Jun-2023

GATE Regn. No.: CS23S12061093

Gate Score: : 765.00

Application Id : B228162878

Name: VEDANT KISHOR SURYAWANSHI

Specialization : CS

Sub: Admissions to M.Tech. Programme 2023-24 - 3rd Offer

Dear Candidate,

Congratulations!

I am glad to inform you that you have been PROVISIONALLY selected for M.Tech. Programme (Direct Admission on the basis of GATE score) in (**check status on the Online Application portal)** Department/ Schools/Centres/ IDP Groups under **(TA/TAP) Category** .

You are instructed to do the following :

1. Visit Common Offer Admission Portal (COAP) **https://coap.iitkgp.ac.in/** and follow instructions therein meticulously during the period **June 03 -05, 2023 (9:00 am)**. You NEED to select option carefully. Once you make the decision and submit, no further changes are possible.

2. If you choose “ACCEPT AND FREEZE” option against the discipline / department of IIT Bombay in COAP then to “CONFIRM” the admission at IIT Bombay, you NEED to pay the fees online during the period from **June 07 (10 a.m.) - June 17, 2023 (23:59 hours)** by Online Net Banking using IIT Bombay admission portal. **NO CLAIM for this offer will be entertained after the last date of payment of fees {i.e. by June 17, 2023 (23:59 hours)**

(12:00 midnight)}.

3. Please note that if this offer is for the choices other than your first choice and you have **not chosen "Accept and Freeze**" and you still have the option for attending Written Test / Interview (VC/offline mode) as per the details available in the Institute website **http://www.iitb.ac.in/newacadhome/mtech.jsp** for admission to your higher choices.However, NO CLAIM for this offer will be entertained, if you have **not chosen "ACCEPT AND FREEZE" at COAP.**

4. Please remember that it is your responsibility to check your results and comply instructions strictly given on this web - link **http://www.iitb.ac.in/ newacadhome/mtech.jsp**

5. If you CONFIRM your admission at IIT Bombay by choosing the option 'Accept and Freeze' in this round [Direct Admission on the basis of GATE score/Admission through Written Test and or Interview], you will be given an INTERNAL UPGRADATION at IIT Bombay in the subsequent rounds AUTOMATICALLY, and you will be shifted to your HIGHER CHOICE/PREFERENCE, being eligible for the same in IIT Bombay, as per your application submitted at IIT Bombay.

In such case, you NEED NOT to do anything. Your fee, if paid, will be adjusted against this HIGHER CHOICE/PREFERENCE and your admission will be CONFIRMED accordingly.

Fees, (If not paid)/ fresh offer), then you NEED to pay the fees online during the period from **June 07 (10 a.m.) –June 17, 2023 (23:59 hours) to "CONFIRM" the admission at IIT Bombay by Online Net Banking using IIT Bombay admission portal. NO CLAIM for this offer will be entertained after the last date of payment of fees {i.e. by June 17, 2023 (23:59 hours) (12:00 midnight)}**

Fees for all categories (GN/ GN-EWS/ OBC/ OBC-NC/ SC/ ST /PwD):
(subject to revision as per MoE/BoG decision)

(a) For GN/ GN-EWS/ OBC/ OBC-NC category : (TA/TAP, RA/RAP)	(b) For SC/ ST/ PwD category : (TA/TAP, RA/RAP)
With Hostel Accommodation = Rs. 53,500/-	With Hostel Accommodation = Rs. 38,500/-
Without Hostel Accommodation = Rs. 37,350/-	Without Hostel Accommodation = Rs. 22,350/-

If you have opted for Hostel Accommodation then you are required to submit the Mess Advance of Rs. 27,000/ by ONLINE payment/Net Banking as per the link provided in the online admission portal. The candidate shall directly contact The Deputy Registrar, Hostel Co-ordinating Unit (HCU), Ground Floor, Main Building, IIT Bombay on 022-25768900/8901 or email at arhcu@iitb.ac.in / hcu.office@iitb.ac.in, for all hostel related queries. Please note that the Institute provides accommodation on campus strictly for the stipulated duration of Programme under which one is admitted.Hostel accommodation facillity is extended to FA/TA/RA/TAP/RAP/SW (Monash) category students of all PG programmes. However, please note that due to the extreme paucity of hostel rooms at IIT Bombay the initial two years of accommodation will be in double occupancy.

It may please be noted that the admission is provisional subject to following,

1. First class or 60%(55% marks for SC/ST/PwD) marks at Qualifying Degree Examination (As specified in the General Eligibility Criterion for admission in the M.Tech. Information Brochure 2023-24).

2. Candidates belonging to OBC-Non Creamy Layer (OBC-NC) **MUST** submit valid OBC-NC certificate Issued on or after April 01, 2023 at the time of joining, as per the given format.

3. Candidates belonging to PwD category may submit the PwD certificate at the time of joining (if applicable).

4. Economically Weaker Sections(EWS) candidates needs to submit valid EWS certificate issued by the Competent Authority in the prescribed format.

5. Subject to submission of ' copy of Resignation letter/Relieving Certificate (original)' from the present employer (applicable to candidates who are working/employed).

The Orientation and Registration Programme is scheduled from July 27 to July 28, 2023 (at 9.30 am onwards). You are advised to refer **http://www.iitb.ac.in/newacadhome/mtech.jsp** for more details on Registration and Orientation Programme.

Verification of documents / certificates will be held on in the concerned academic units. You are required to show self-attested copies of your Educational qualification, Date of Birth, Migration, Caste / Tribe / NonCreamy Layer / Disability / EWS certificates, etc. along with ORIGINALS for verification. The OBC-NC candidates needs to submit the valid OBC-NC certificate issued on or after **01st April, 2023,** as per the given format. You are advised to refer **http://www.iitb.ac.in/newacadhome/mtech.jsp** for more details about verification of documents in the month of **July 2023.**

You will be required to complete the vaccination during the first semester. Registration for the second semester will be subject to complete vaccination as required. Please refer to **http://www.iitb.ac.in/newacadhome/mtech.jsp** for proforma of "Vaccination Certificate/Vaccination Exemption Certificate".

Candidate whose qualifying degree (B.E. / B.Tech. / M.Sc. etc.) is not yet completed or results are awaited, shall email to concerned HOD / office of the academic unit a certificate from the Head / Principal of the Institute / College about the status of the final examination. Emails and other details of academic units are available at **https://www.iitb.ac.in/newacadhome/DetailsaboutDeptSchoolCentresIInterdisciplinaryGroups.pdf**. However, they must submit the passing certificate and a proof for having First Class or 60% marks (55% for SC/ST) in qualifying degree examination by **31st August, 2023**, failing which the admission will stand cancelled (please refer to A.5) Eligibility for M.Tech./M.Tech.+ Ph.D. (Dual Degree) programmes of M.Tech. Information Brochure 2023-24).

A student holding Teaching Assistantship (TA) / Research Assistantship (RA)/ Teaching Assistantship through Project (TAP) / Research Assistantship through Project (RAP) shall not accept or hold any appointment paid or otherwise or receive any emoluments, salary, stipend from any other source during the tenure of their programme.

IIT Bombay reserves the right to withdraw the admission at any stage / time in case a candidate does not fulfil the requisite qualifications and/or percentage of marks in qualifying degree or supplies any false information.

The details about the refund of deposits are given in the Institute webpage **http://www.iitb.ac.in/newacadhome/mtech.jsp**.

Candidates wishing to cancel/withdraw admission after paying the requisite fees MUST communicate the same by an email given in the application form to pgadm@iitb.ac.in stating subject "CANCELLATION OF M.Tech. ADMISSION 2023-24 DA(__ offer)" by specifying the department/ specialization and application ID. Email regarding cancellation/withdrawal of admission will be entertained, ONLY IF, the request is made through E-mail ID given in the Application form.

To process the refund you need to visit the IIT Bombay ONLINE application portal for cancellation request and to enter your own/Self Bank Account No., IFSC Code, Bank and Branch information and upload a proof of this account information.

The refund will be send to the respective candidate's Bank account from receipt of such e-mail/ request, and following the due process of refund, after verifying the details, within 8/10 weeks.

Motorized vehicle of any type for the students on the Institute campus is strictly prohibited, except medical cases as required.

You are advised to check the Institute webpage **http://www.iitb.ac.in/newacadhome/mtech.jsp** and ONLINE application portal for all updates/offers periodically.

With Best wishes,

sd/-
Jt. Deputy Registrar (Academic)

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AMVN474 **Date : 6 July 2023**

Dear **Dabir Aishwarya Sharad**,

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 19 July 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 : 19 July 2023

Training Period : **19 July 2023 to 28 July 2023**

On the Job Training Start Date: **29 July 2023**

On the Job Training End Date: **28 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

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 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 **19 July 2023.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor
675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ 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 you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

ANNEXURE

Sl. 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 (10th/12th 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)

hr@academor.com
+91 8310181740

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Bhushan Mahajan

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Bhushan Mahajan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
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ANNEXURE-3

Name : Bhushan Mahajan Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Freshers' Letter of Appointment – Application Specialist

Date: 2023-06-12

Version 1.0

Classification: II

centiro®

centiro

Mr. Bhaskar Dhaval Soman

Shetrapal Bag, Talwali, Guhagar, Talavali, Ratnagiri, Maharashtra, 415719.

Sub: Letter of Appointment

Dear Bhaskar,

On behalf of Centiro Solutions Private Limited ("**Company**"), we are pleased to appoint you as an **Application Specialist** with the Company, inter-alia on the terms and conditions stated herein below, should you accept the employment. This appointment is contingent on the results of background verifications which includes education, criminal, medical and employment checks conducted independently by the Company prior to you joining the Company as an employee. That includes your timely provision to the Company of appropriate documents establishing your identity and right to work in India.

1. FORM OF EMPLOYMENT AND POSITION

1.1. Your appointment will be effective from **03rd July 2023**. You are required to join the Company on the said date. In the event, you do not join on the above-mentioned date, this appointment stands nullified unless the joining date is extended in writing by the Company.

1.2. You shall report to the Delivery Manager.

2. TASKS AND CONDITIONS

2.1. Your duties and responsibilities will be as assigned to you from time to time by the Company. The Company has the right to make any modifications to the scope / nature of duties to be performed by you and the same shall not be questioned, disputed or challenged by you under any circumstances. Further, you acknowledge and accept that your work may include performing work entirely, or in part, for any of the other companies and brands within Centiro Group.

2.2. You understand that you shall at all-times be subject to the superintendence, guidance and control of the Company or any entity in which you are sent on deputation at the discretion of the Company. You agree to devote whole of your time throughout the day and your attention in discharging the duties as may be assigned to you from time to time.

2.3. During the term of your employment, you shall devote yourself exclusively to the promotion of the business and interests of the Company. You shall not take up employment with any other concern or engage in full time/part time business, profession or occupation whatsoever.

2.4. You shall not do any act (except where such act has been pre-approved and specifically authorized), which has or may have the effect of exposing Company to any third-party liability.

3. PROBATION

3.1. For a period of one (1) year from the date of your joining you will be required to undergo training in different technology functions / departments as required by the Company ("**Training Period**").

3.2. Subsequent to the successful completion of your training, you will be on probation for a period of three (3) months from the date of completion of your Training Period, which may be extended by the Company in its sole discretion for such further period/periods as it may deem fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may in its sole discretion confirm your services. You will be deemed to be on probation until you receive the letter of confirmation in writing from the

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Company and to that extent your probation would be deemed to be extended by the Company.

3.3. During the Training Period and probationary period, the Company may terminate your employment by giving you thirty (30) days' written notice, without assigning any reasons thereof. The Company may at its discretion relieve you from service early by paying you salary in lieu of any unexpired notice period.

4. WORKING HOURS AND EXTERNAL ASSIGNMENTS/TASKS

4.1. You shall be required to work 5 (five) days a week, from Monday to Friday between 9:00 AM to 6:00 PM with a lunch break of 1 (one) hour. However, on occasions, you may be required to work additional or irregular hours to meet workload peaks, and customer working hours and patterns. You shall make yourself available at all times as and when called upon to perform the official duties. Any overtime must be specifically approved by the Company Manager and shall be compensated. Any unauthorized overtime shall not be remunerated.

5. PLACEMENT

5.1. Your place of work will be at the Company offices in Pune, Maharashtra. The Company may require you to work out of such other location as the Company may determine in India and shall undertake such travel within India and overseas as the Company shall reasonably require in the proper performance of your duties.

5.2. There will be situations where it is in the Company's best interest to transfer you within a department or from one department to another. These transfers will occur when and where the Company feels it is appropriate. It is further understood and agreed that the Company may depute or second you to work at any of the Company's subsidiaries or affiliates or clients, in India or any other location, at the Company's option. The deputation, in each case, shall be approved by the Human Resource Manager of the Company. In the event, you do not consent to such transfer, your services with the Company may be terminated.

5.3. You acknowledge that the possibility to remote work exists with the obligations and limitations set out at any given time in the applicable procedures for remote work.

6. SALARY AND BENIFITS

6.1. During the training period, you shall be paid a fixed gross monthly stipend of **INR Rs 45,833 [Forty-Five Thousand Eight Hundred and Thirty-Three]** on monthly basis (**INR 5,50,000 per annum).** During your Training Period you will not be eligible for any other benefits applicable to the regular employees of the Company. Thereafter, during your probation and upon confirmation, you will be paid a remuneration, as per the structure applicable to regular employees of the Company. The details of your remuneration / salary break up and benefits are as described in detail in the **Annexure A** enclosed herein. Your compensation will be subject to applicable tax deductions and Central and State level levies as may be mandated under the Indian law at the time of such payment. Future adjustments in compensation, if any, will be made by Company in its sole and absolute discretion based on performance review. There is no contractual entitlement to any increase to compensation on such review.

6.2. In addition to above clause, you are eligible for one-time performance bonus of amount **Rs. 20,000** after completion of three months in the Company. It will be paid to you only if you are active on Centiro' s payroll on the day of the pay-out of the bonus.

6.3. You shall be entitled to all statutory benefits provided to you under applicable local laws. You may also be entitled to emoluments or benefits at the sole discretion of the Company, if any announced by the Company from time to time, and that may be prevailing at any point of time.

6.4. Your salary will be paid to you on monthly basis on or before last working day of the month.

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6.5. You shall get all expenses required to be incurred in relation to carrying out your duties pre-approved by the Company and shall be reimbursed on producing the details of expenses including original vouchers/ bills evidencing incurring of expenses.

6.6. Any payment made to you by the Company shall be subject to tax deduction at source under the Income Tax Act, 1961 and/or any other statutory requirements of tax under applicable law.

6.7. The Company shall have the right to set off the salary against the dues payable by you to the Company, as applicable.

7. ANNUAL LEAVE

7.1. You are entitled to national and festival holidays, notified by the Government of India, in a year as may be informed by the Company.

7.2. During the Training Period, you shall be entitled to 21 days of leave.

7.3. Upon confirmation of employment, in addition to national holidays and holidays you shall be entitled for 25 days leave in each calendar year (and pro-rata in periods less than a year). A maximum of 2 weeks of holidays can be taken in a row as a single block in the year. In case more than 2 weeks of holidays are required in continuation, prior approval shall be required 3 weeks in advance and is subject to acceptance of the management.

7.4. You are entitled to accumulate a maximum of forty-five days of unused paid leave to be used in the following year (with aggregation from year to year). Any accumulated leaves in excess of forty-five days shall automatically lapse. At the time of separation from employment, you shall be entitled to encashment of the entitled leave that you have not taken; or the leave which has been applied for but not granted by the Company subject to a maximum of forty-five days. Leave encashment shall be paid on the basic pay.

7.5. Except where the leave is taken on account of sickness or accident or for attending to any sickness, accident or death in the family (in such cases, you shall promptly inform the Company of the reasons for taking leave), you shall apply in 15 (fifteen) days advance of your intention to take leave, considering which the Company may either approve or reject the leave application, citing reason of rejection thereof.

7.6. In case you are absent for a continuous period of eight (8) working days (including absence when leave though applied for but has not been granted), the Company shall have the option to terminate your services without the requirement of giving you any notice or compensation in lieu of notice.

7.7. If the Employee is prevented by illness (including mental disorder), accident, injury or other incapacity from properly performing the administrative and accounting services, he shall report this fact forthwith to the Company and if the Employee is so prevented for eight (8) or more consecutive days, he shall provide a medical practitioner's statement immediately following his / her return to work after the period of absence.

7.8. You will be eligible to receive any payment which the Company is required to make to you under the applicable laws in accordance with Indian law during the course of your employment.

8. CONFIDENTIALITY

8.1. **"Confidential Information"** shall mean all and any non-public information, tangible or intangible, written or oral, whether direct or indirect, whether or not technical in nature, relating to the Company and / or its affiliates or associates, and / or any non-public information entrusted with the Company, and / or any non-public information entrusted with the Company by any third party, which may be furnished by the Company including their legal advisers, financial advisers, consultants, auditors, officers or agents, and which is reasonably understood to be confidential or proprietary to the Company and shall include without limitation. Any information that is designated by the Company as Confidential

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Information at the time of its disclosure. Confidential Information shall include commercial, business, financial, technical information and information concerning the services provided by and the business of the Company and its clients, vendors, programs, materials, documentation, prices, identity of existing or prospective customers, terms, conditions and prices of proposal or contract, existing or proposed, processing information, capacities and capabilities, designs, plans, and any other information relating to any work in process, future development, marketing plans, business plans, strategies, financial matters, personnel matters, present or future projects, sales, employees, investors or business operations, trade secrets, and know-how and the terms of this Letter.

Confidential Information shall not include any information that: (i) is or subsequently becomes publicly available without your breach of any obligation of confidentiality owed to the Company; (ii) became known to you prior to disclosure of such information by the Company; (iii) became known to you from a source other than the Company, other than by breach of an obligation of confidentiality owed to the Company; or (iv) is independently developed by you without the use of any Confidential Information received from the Company.

8.2. You will not either during the term of your services with the Company or in the period following the termination of your services, disclose to anyone any:

(i) Confidential Information, that you may become party to or that may necessarily be disclosed to you in order for you to efficiently discharge your functions and duties.

(ii) Possess and retain under your control, any soft and/or printed copy of the Confidential Information upon completion of the task/work/job for which such information was obtained and used by you for office purposes. You shall be under an obligation to return all such Confidential Information that may be in your possession upon the expiry of or earlier termination of this letter.

(iii) All notes, memoranda, records and writing made by you during the tenure of your employment with the Company shall remain the property of the Company. You shall return/surrender the same in good conditions and order as and when demanded by the Company and/or upon your separation from the Company, as the case may be.

The confidentiality obligations herein shall be valid for a period of two (2) years from the date of termination, or until the Confidential Information is in the public domain, whichever is earlier.

8.3. Notwithstanding anything to the contrary, in the event of breach of this clause, the Company shall have the right to seek appropriate legal relief including seeking injunctive relief against you.

9. INTELLECTUAL PROPERTY RIGHTS

9.1. All rights, including intellectual property rights (such as copyrighted works, patents, designs and trademarks, etc.) to know-how, images, photographs, inventions, materials, equipment, products, software source code and other results in connection with or arising in the course of your employment or otherwise, during or after you employment, ("Intellectual Property") will be the sole property of the Company from the date of creation thereof and you hereby undertake to assign the same in favour of the Company irrevocably, unconditionally and in perpetuity. For the avoidance of doubt, you shall have no proprietary interest in any Intellectual Property at any time during or after the course of your employment and the Company shall have unlimited right with respect to the Intellectual Property, including the right to change, transfer further and otherwise freely dispose of the Intellectual Property. Unless otherwise provided by applicable law, it is agreed that no special compensation will be paid, in addition to salary and other employment benefits, as a result of rights transferred to the Company in accordance with this clause 9.

9.2. You shall provide the Company, in writing, the details of all works embodying intellectual property made wholly or partially by you, prior to joining the Company. Non-disclosure of such details of the intellectual property to the Company will be considered as a fundamental breach of this letter. You shall ensure that all Intellectual Property are and shall be the sole

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property of the Company and that the Company shall not be required to designate you as the author of such Intellectual Property. In this regard, you undertake to promptly disclose all Intellectual Property to the Company all original and copies of any and all material containing, representing evidencing, recording the Intellectual Property upon creation. You agree that the exclusive ownership of the Intellectual Property that is not protected under copyright laws and/or other intellectual property Law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. You explicitly waive all legal, moral and other rights in the Intellectual Property.

9.3. During and after the term of your employment, you shall and hereby undertakes to reasonably assist the Company, at the Company's expense, in a reasonable manner to (i) secure and maintain the Company's rights hereunder in this clause 9 and for vesting the Company with full right, title and interest in the Intellectual Property; (ii) to apply and prosecute registration applications in respect of Intellectual Property for the Company's benefit, in any and all countries; (iii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be reasonably required for the abovementioned purposes.

9.4. You shall also be required to sign a separate Centiro Acceptable Use Policy and Code of Ethics as a condition of employment and shall be bound by the terms thereof.

10. PERIOD OF NOTICE AND TERMINATION

10.1. Upon confirmation, unless otherwise agreed in writing, your employment may be terminated by either you or the Company by giving three (3) months' notice or upon giving three (3) months' salary in lieu of notice. In addition, in the event, you are working on any assignment or assignments during the said notice period, such assignment or assignments must be completed to the satisfaction of the Company, before your services are released. Should you fail to make yourself available for work during any period of notice of termination (otherwise than with the Company's consent or at the Company's direction) you shall not be entitled to payment of any salary or any benefits in respect of such absence.

10.2. The Company reserves the right in its absolute discretion to require you to stay away from the Company premises and engagement in work for the Company during the notice period, or require you to carry out specific duties for the Company during the notice period.

10.3. The Company is entitled to terminate your services for any reasonable cause, pursuant to conducting a disciplinary inquiry, without any notice period or payment in lieu of notice, if you are proved guilty of any of the following (including but not limited to):

(i) Any act of gross misconduct or gross negligence or commits or repeats or continues (after warning) any other material breach of your obligations under this letter;

(ii) A fundamental breach of contract or terms of appointment or Company's policies, as issued from time to time;

(iii) Any insubordination, indiscipline, dishonesty, or negligence of duty on your part. Disclosure of any information (confidential or otherwise) concerning the business of the Company shall amount to indiscipline and dishonesty;

(iv) Convicted of an offence constituting moral turpitude and/or criminal acts;

(v) Falsification of data;

(vi) Causing loss to the Company or the employees of the Company; or

(vii) Violation of other agreements signed at the time of joining.

In such an event, the Company reserves the right to take suitable action against you including initiating criminal proceedings.

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10.4. During the period of investigation of circumstances under Clause 10.3, you are liable to be suspended from the duty and paid subsistence allowance.

10.5. Upon termination of your employment, you shall forthwith but in good condition and proper order deliver to Company all property including any vehicle, computer, office stationery, books, mobile phone and documents etc. entrusted to you for care and charge or prepared by you in course of employment. You further agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company the aforesaid items The Company reserves the right to deduct the money value of such property from the money payable to you or take such action as may be deemed proper, in the event of your failure to account for such property to the satisfaction of the Company. You will continue to be bound by the terms of the confidentiality clause.

11. NON-SOLICITATION

11.1. You agree and covenant that in consideration of the employment with the Company and the remuneration that you will receive during the employment, you will not do or indulge in any of the following, without the prior written consent of the Company:

(i) During the term of your employment with the Company and for a period of at least five (5) months, thereafter, you will not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to yourself or any person or entity which is a competitor of the Company.

(ii) During the term of your employment with the Company and for a period of at least nine (9) months thereafter, you will not solicit, endeavor to solicit, influence or attempt to influence any client, customer or other person directly or indirectly to direct her/his or its purchase of the Company's products and/or services to yourself or any person, firm, corporation, institution or other entity in competition with the Company; and

12. OUTSIDE BUSINESS INTERESTS

12.1. You are not permitted to undertake any other employment outside your normal working hours or to have any direct or indirect interest, whether as shareholder, agent, director or otherwise, either paid or unpaid, in a business or undertaking which directly or indirectly competes with the same or similar field of activity of the Company or the group without the prior written consent of the Company.

13. USE OF PERSONAL DATA

13.1. You acknowledge that during the course of your employment, the Company may require you to provide certain personal data. You acknowledge and accept that in order to process the data, it may be necessary to pass your personal data or sensitive personal data, as appropriate, to group companies, regulatory bodies, government agencies and other third parties as required by law or for administration purposes.

13.2. You acknowledge and accept that the Company may monitor electronic correspondence (including email, voice and text messages) which is received at work in order to ensure the integrity of its information technology or to prevent or detect criminal behavior or behavior which contravenes employment legislation or other the Company policies. You hereby agree to use all reasonable endeavors to keep the Company informed of any changes to your personal data or sensitive personal data and to comply with all relevant data protection legislation.

14. BACKGROUND CHECK

14.1. On conveying your acceptance of this offer you will be required to submit the following:

(a) 2 (two) copies of a recent passport size photograph of yours;

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(b) Copy of certificates supporting your educational qualifications;

(c) Relieving/release letter from previous employer/s (if applicable);

(d) Employment documents executed with the previous employer/s (if applicable);

(e) Documents in support of your address;

(f) Provident Fund account number and related details (if applicable);

(g) Copy of PAN Card; and

(h) A copy of Form 16 (if applicable)

14.2. You will be required to present the awaited degree certificate/provisional certificate/final year marksheet for post-graduation, graduation and diplomas issued by the concerned university/institute within 15 days of its receipt. Failure of submission of the respective valid documents will result in the termination of employment.

14.3. Your final appointment will be subject to the confirmation of the authenticity of the documents provided and all verifications and checks. You consent and authorize the Company, and its representative or agencies they might appoint to verify information with respect to your education, past employment, check criminal background & also carry out a drug /alcoholic test if required.

14.4. If it is discovered at any time before or after acceptance of the offer or employment with the Company, that the information is not correct, untrue or false in any material respect or if it is discovered that any material particulars or information has been deliberately suppressed, the offer of employment shall stand withdrawn or the employment shall be terminated. Falsification of personal records during service is a serious breach of contract and you are liable to immediate dismissal without compensation or notice.

15. COMPANY POLICIES, STATUTORY AND OTHER REGULATIONS

15.1. In addition to the above conditions, you will be governed by the statutory regulations as well as the rules and regulations of the Company presently in force, and as may be modified from time to time, including the policies stipulated in the Company's policies (including but not limited to the Centiro Acceptable Use Policy and Code of Ethics). In the event, you are found to be in breach of the rules and regulations of the Company, your services are liable to be terminated forthwith without notice or salary in lieu of notice or in accordance with the procedure for such termination as prescribed in the Company's employee manual, as existent at the point of time of such termination.

16. DISPUTES

16.1. This Letter shall be governed by the laws of India. In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in the Courts of Pune.

17. ENTIRE AGREEMENT AND AMENDMENTS

17.1. This Appointment Letter along with the Company policies issued from time to time constitutes the entire agreement between you and the Company regarding the terms and conditions of your employment, and supersedes all negotiations, representations or agreements, whether prior or contemporaneous, written or oral, between you and Company on this subject.

18. SEVERABILITY

18.1. It is understood that , in case any one or more of the provisions contained in this letter for any reason is held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this letter, but this letter shall be construed as if such invalid, illegal or unenforceable provision had never been contained

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herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

19. NOTICE

19.1. Any notice given to you by the Company shall be given by email to your Company email address. Any notice to be given by you to the Company shall be in such manner as be directed by the Company from time to time.

20. WAIVER

20.1. No inaction, act or omission by the Company shall be considered as a waiver by the Company of any of its right herein unless specifically waived by the Company in writing.

_____

Bhaskar, we look forward to working with you at the Company. Please convey your acceptance of the terms of this Appointment Letter on or before **18th June 2023**, by signing and dating this letter in the spaces provided below and returning to us a duplicate of this letter.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius
_____

Ms. Asa Beronius

HR Manager

_____

I agree to and accept employment with Centiro Solutions Private Limited on the terms and conditions set forth in this Letter. I understand and agree that my employment with the Company is at-will.

Bhaskar Soman
_____

[_____]

Date:

centiro

ANNEXURE A

COMPENSATION & BENEFITS

Your compensation and benefits are as given below:

	Per Annum (in INR)
A. FIXED COMPONENT	
Basic Salary	**2,20,000**
House Rent Allowance	88,000
Children Education Allowance	0
Flexi Taxable Allowance	2,05,018
B. FLEXIBLE COMPONENT *	
Telephone/Broadband Allowance (max. 2000 per month)	0
Leave Travel Allowance (max. 50000 per year)	0
Meal coupons/ Foodie card (max. 2000 per month)	0
Car Reimbursement (max. 1600 per month)	
ON - TARGET EARNINGS (A + B)	**5,13,018**
C. ANNUAL COMPONENT	
Corporate contribution to NPS (max. 10% of basic pay)	0
Employer contribution to Provident Fund	26,400
Employer contribution to Gratuity**	10,582
COST TO COMPANY (CTC) [A + B + C]	**5,50,000**

*You can configure flexible component at the time of your joining.

**Gratuity will be paid as per government rule.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius

Bhaskar Soman

_____

Ms. Asa Beronius

HR Manager

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Atharva Pawar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Atharva Pawar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Atharva Pawar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Strictly Private and Confidential

Reference No: BTPL/11416/2022 **Date: November 18, 2022**

To
Mr. Akash Chaudhare,
Pune, Maharashtra

Dear Mr. Akash,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family**!

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lean or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. **Stipend:**
   During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-.** This stipend shall be subject to all the necessary tax and statutory deductions.
   Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. **Term**
   Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2023** or such earlier date as agreed between you and the Company and shall by default expire on **20/09/2023** ("**Internship**"). If required, the Company may choose to extend this

term at its sole discretion.

3. **Hours of Work**

You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. **Leaves**

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. **Intellectual Property Rights**

a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.

b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. **Confidentiality**

a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.

b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research,

experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.

c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. **Termination**

a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.

b. The Company may terminate your Internship immediately without notice or payment if:

- You are guilty of serious misconduct;
- You breach any fundamental term or condition of your Internship;
- You intentionally disobey a lawful and reasonable direction of the Company; or
- You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. **Indemnification**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. **Governing Laws and Arbitration**

a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.

b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.

c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. **Other terms and conditions**

a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.

b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,
Yours faithfully,
For **Blazeclan Technologies Private Limited**

Ilham Mulla
Associate Director – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: Place:

Signature: Date:

Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Akash Chaudhare	
Designation	Clan Fellow	
Date of Joining	20/06/2023	
Effective From	20/06/2023	
Particulars	**Monthly Salary Breakup**	**Annual Salary Breakup**
Basic	22800	273600
H. R. A.	11400	136800
Personal Allowance	19595	235140
Gross Salary (A)	**53795**	**645540**
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	1097	13160
Benefits (C)	**1405**	**16860**
Fixed Pay (A+B+C) = D	**57000**	**684000**
*** Variable Pay - Company Linked Incentive (E)**	**3000**	**36000**
Total Pay, i.e. CTC (D + E)	**60000**	**720000**
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	**51795**	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar Pune – 411005. Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar Pune – 411005. Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Aishwarya Pawar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Aishwarya Pawar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Aishwarya Pawar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Letter of Intent (LOI)

Superset ID: 3207671

Date: November 25, 2022

Dear ADITYA RAJESH KADAM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Private and Confidential

26th Sept, 2022
Shreya Jagtap
Pune

Subject: Offer for the Post of Associate Engineer QA

Dear Shreya Jagtap,

Welcome to Zensoft!

In reference to your application and our subsequent discussions, we are pleased to offer you the position of **Associate Engineer QA – Grade I1** with **Zensoft Services Private Limited** ("**Company**"/ "**us**"/ "**we**"/ "**our**"). Your employment with us shall be subject to the terms and conditions as mentioned below:

1. **Offer Acceptance:** This Offer is valid for a period of five (5) days after you receive this Offer Letter. You are requested to communicate the acceptance of this Offer prior to the due date, failing which the offer stands revoked. To confirm your acceptance of the Offer, you are required to respond via email and also confirm your joining date.

2. **Joining Date:** Your joining date will be **7th Aug, 2023** ("**Joining Date**") unless otherwise decided mutually between you and the Company. Please report at 10.00 AM IST at our office located on the 6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Pune, India, Maharashtra or you may be required to join us virtually, the mode of joining will be communicated to you before your joining date.

   Should you fail to report to the Company on the Joining Date either physically or virtually, this offer shall automatically stand withdrawn, unless the Joining Date is extended with the prior approval of the Company and communicated to you in writing. Company has the right to revoke this offer, at any time, without stating any reason, until the mutual signing of the appointment letter by you and the company.

3. **Location:** Your base location will be **Pune**. Your ordinary place of work shall be 6th Floor, Sai Radhe Complex Sangamvadi, Kennedy Road, Behind Sheraton Grand (Old LE Meridian), Pune, India, Maharashtra 411001. However, depending upon the Company's requirements, you may also be transferred temporarily or permanently to any of divisions, subsidiary or associate companies or client owned premises within or outside India (Whether now existing or still to be formed). In such case, you will be governed by the terms and conditions of service as applicable to the new assignment.

   You may also be expected to travel to other locations and at times outside of your official working hours. You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with due care and diligence.

   Expenses for any work related / official national and international trips shall be reimbursed by the Company in accordance with the Company's policy from time to time.

4. **Annual Salary:** Subject to applicable taxes and deductions, your annual gross salary will be **INR 450,000/-** per annum. Please refer **Annexure A** for detailed break up of your salary. In case of any change in the existing statute or introduction of new statute, the Company reserves a right to

adjust the salary components within the then existing Annual Cost to the Company to ensure that the payments are made in compliance with such statutes. You are expected to treat this information and any changes made therein from time to time as personal and confidential and you are required to not divulge it to any third party unless agreed by the Company and informed to you in writing.

5. **Onboarding Documents:** On the Joining Date, you are required to get all your documents as well as copies thereof as listed in the email communication shared by the human resource team**,** same may be used for the purpose of background verification.

6. **Probation**: You will be on probation for 6 (six) months from your Joining Date. Based on your performance during the probation period you will: (i) be confirmed as a regular employee of the Company; (ii) your probation period may be extended by the Company for such period as the Company may deem fit; or (iii) In case of unsatisfactory performance your services may be discontinued without notice or without any salary in lieu thereof. (iv)Unless otherwise informed to you by the Company, your appointment will be deemed confirmed on completion of the probation period.

   In case of resignation during probation your notice period (i) Will be mutually agreed upon between you and the company (ii) You may be required to serve two (2) months' notice period or serve notice period until the end of the probation period whichever is earlier.

7. **Leave:** You will be entitled to avail leave as per the Company policy, as amended and made applicable from time to time.

8. **Working Hours:** The normal working days will be five (5) days a week from Monday to Friday, 10:00 AM to 6:00 PM. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You agree to work at timings that overlap with the Company's client office timings in India or overseas.

9. **Medical Fitness:** The Company holds the discretionary authority to ask you to undergo a complete medical fitness examination at any time during your employment with the Company. After joining the Company, your retention will be subject to you maintaining yourself in a state of medical fitness, to be certified by the Company's medical authority as per medical fitness standards prescribed from time to time. If you are found to be medically unfit either mentally or physically the company reserves the right to alter or discontinue your employment and take a decision on the remuneration and notice period.

10. **Condition for Valid Appointment on acceptance of the offer:** On accepting the offer your Appointment is valid/ effective subject to fulfilling of following conditions:

a) Your being free from any obligation owed to a third party which might prevent you from joining the Company.
b) Information provided by you in relation to your employment/work by the Company regarding your background and/or previous employment being complete, accurate and not misleading in all respects; and all information obtained by the Company in your respect being fully satisfactory to the Company.

c) Your compliance with all the statutory as well as Company's rules and regulations applicable to your employment.

d) You're joining the Company after seeking relieving letter/ acceptance of resignation from your present employer. However, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses, and expenses that the Company may be required to pay because of not producing a valid letter unconditionally relieving you from the previous job.

11. **Deputation:** a) During the period of services, your service could be deputed at the sole discretion of the company to any of company's client/customer to do work pertaining to or incidental to such clients/customer's business for temporary or permanent. During the tenure of the deputation, you will continue to be an employee of the company and your compensation and applicable allowances shall be payable only as per the company's policy.
    b) In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the company/client or will undertake to abide by any suggestions etc; given by any assigned person(s).
    c) You may have to obey and comply rules, regulations, policies and practices which are applicable to the place of deputation.

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

13. **Other Terms and Conditions:** All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment, and Confidentiality Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter, Invention Assignment and Confidentiality Agreement, and Company Policies collectively form a part of your employment conditions.

14. **Conditional Offer:** This Offer Letter is conditional upon: (i) you obtaining minimum marks scored from 10th until the Graduation should be 50% or above; (ii) you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining; (iii) background verification is to the satisfaction of the Company, including criminal, educational, identification, bank credit and reference checks; and (iv) submission of relevant documents, as may be requested by the Company, on or before the Joining Date, failing which the Company shall have the right to withdraw the offer at any time without any notice.

15. **Background Verification**: As part of our process, we will conduct a reference check and antecedent verification of your medical records, and all the data or information produced by you before and during the interview process. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have wilfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

Your appointment is contingent upon a clearance of such a background investigation and / or reference check, if any. The Company may also directly or through a third party, carry out a detailed background verification upon your joining, to validate the information and credentials submitted by you. The Company reserves the right to terminate your employment without notice, at any point during the course of employment, if the Background Verification Report is found incongruent with the information and credentials provided by you. Additionally, in such an eventuality, the Company shall require you to refund the salary /remuneration paid including employee benefits availed amongst any other benefits, till such date.

16. **Termination of Employment:**

Termination by Employee: Subject to any other agreement that may have executed between you and the Company, you may terminate your employment with the Company, by either giving a written notice of at least two (2) months (the "**Notice Period**") or payment of salary in lieu thereof, subject to the Company's sole discretion. During the Notice Period, you are eligible for two (2) leaves per month and any extra leave availed during such period due to emergency reasons or other reasons will be treated as loss of pay.
Upon receipt of your resignation, the Company reserves the right to:

i. accept your resignation and relieve you as per the notice period.

ii. relieve you prior to the completion of the Notice Period.

iii. extend your Notice Period.

iv. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you.

v. decide whether your notice shall stand extended to the extent of the leave availed of by you during the Notice Period.

vi. Not provide a relieving and experience letter if resigned within a year from the date of joining.

Termination by Company: The Company may terminate your employment for convenience, by giving a written notice and reserves the right to take a decision on the notice period and remuneration in such an incident.

a) You acknowledge that unless specified otherwise you are required to serve a 2 month notice period as per the company exit policy and abide by all terms and conditions mentioned in the exit policy.

b) You acknowledge that you may be relieved prior to the completion of the Notice Period only if your Senior Manager/HR department so agree to the early release.

c) If the Company or you have given notice of termination of your employment, the Company may direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.

d) Notwithstanding anything contained anywhere else, your employment with the Company may be terminated without notice or without any salary in lieu thereof if, in the opinion of the Company, you, at any time:

i. Your assessment score post the training program conducted by the company is below 50%

ii. are unable to perform your duties satisfactorily and you have shown no improvement even after feedbacks and warnings given to you either verbally or in writing.

iii. commit any serious or persistent breach of any of the terms and conditions of this Appointment letter or any of the provisions of the Employee Handbook or other documents incorporated by reference in this document; do or cause to be done any act, deed, matter or thing adverse to the Company's interests.

iv. are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time.

v. fail to or neglect in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company.

vi. if any information furnished by you or representation made by you is found to be incorrect or if any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein.

vii. become of unsound mind.

viii. are convicted of any criminal offense.

ix. absconding for more than three (3) days.

17. **Effect of Termination**

a) On separation, (by retirement, resignation or otherwise), you are required to immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, or records, etc., belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and / or personal use as per the various policies / schemes applicable to you including those that are part of your Compensation & Benefits. This would not apply to those assets or items, which you may need to buy under any of the schemes introduced by the Company and availed by you.

b) Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.

c) Service and Experience Certificate will be issued by the Company at its discretion, subject to you following all rules and regulations.

d) Remuneration, incentives, and any other dues shall not be paid if you are not serving the defined Notice Period.

18. **Retirement:** You will retire in the normal course from the services of the Company on attaining the age of superannuation, which is at the end of the month following your 58th birthday. Your date of birth as per our records and based on documents submitted by you will be taken into consideration to calculate the retirement date.

19. **Employment Conditions:** Your services will be governed by general service conditions as given below:

a) ***Working Hours*:** You will be required to work in suitable shifts and on days as may be expedient, and your working hours will be 40 hours per week. Further, depending on project/ work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends. The timing will be communicated to you based on the project requirement. Subject to the right of the management to change the same as per the legal provisions; you may be required to work in different timing considering the nature of business and its global requirements.

b) ***Full Time work*:** Your position is a full-time employment, and you shall devote yourself exclusively to the business of the Company. You will not take up any other work part-time or otherwise or work on advisory capacity or be interested directly or indirectly in any other trade or business without the prior consent in writing from the Company during your employment with the Company. The Company reserves the right to alter or allocate different responsibilities to you from time to time depending on the business needs of the Company.

20. **No Violation of Rights of Third Parties:** Your performance of all the terms of this Agreement does not and will not breach any agreement to keep in confidence, proprietary information, knowledge, or data acquired by you prior to your employment with the Company, and you will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employer or others. Further, you are not a party to any other agreement, which will interfere with your full compliance with this Agreement. You agree not to enter into any agreement, whether written or oral, in conflict with the provisions of this Agreement.

21. **Policies and Procedures:** Your employment with the Company shall be governed by manuals, policies, procedures, rules and regulations as may be issued by the Company from time to time in force. Such manuals, policies, procedures, rules and regulations will be considered to be a part of the revised terms and conditions of your appointment. Management has the right to change these policies at any given point of time and the same will be communicated to all the employees.
    We look forward to you joining us! Please endorse your acceptance by duly signing the duplicate copy of this letter on all the sheets at the bottom right corner.

Regards,
For Zensoft Services Private Limited.

Shruti Deodhar
Associate Director - TA

Shreya Jagtap

Annexure A
Salary Breakup of Shreya Jagtap

Particulars	Annual	Monthly
Basic	135,011	11,251
HRA	67,506	5,626
Conveyance & Medical Allowance	50,000	4,167
LTA	50,000	4,167
Statutory Bonus	6,996	583
Education Allowance	2,400	200
Food Allowance	0	0
Mobile Allowance	12,000	1,000
Miscellaneous Allowance	97,996	8,166
Total Gross	**421,909**	**35,159**
Benefits		
Employer ESI Deduction	0	0
Employer Provident Fund	21,600	1,800
Gratuity	6,491	0
Performance Bonus	0	-
Variable Pay	0	-
CTC	**450,000**	**37,500**
Standard Deduction		
Employee PF	21,600	1,800
Employee ESI	0	0
Professional Tax		200
Net Take Home salary per month before TDS deduction	-	33,159

- The company shall provide Group Mediclaim insurance policy of Rs.5,00,000/- covering employee, spouse, either parents or parents-in-law and two children; and a personal accident insurance of Rs.10,00,000/- covering only employee.”.

- All above components are subject to Income Tax deduction as per prevailing rules, laws, and regulations.

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Tanmay More

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Tanmay More,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
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ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
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ANNEXURE-3

Name : Tanmay More Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Bhushan Mahajan

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Bhushan Mahajan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

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ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Bhushan Mahajan Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
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You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

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2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
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- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

02

Neilsoft
Pride Parmar Galaxy, 8th Floor, 10/10 + A, Sadhu Vaswani Chowk, Pune - 411001, India
CIN: U72200PN1991PTC062192 | Tel: +91 20 2605 3003
info@neilsoft.com | www.neilsoft.com

HR/OFL/04/14//2022/3 **CONFIDENTIAL** **Jul 3rd, 2023**

Mr. Vijay Amble,
(M):- **9767497448**

Dear Vijay,

Subject: Offer for Contract Employment

With reference to the discussion, we had with you, we are pleased to offer you the position of **Intern (Training as well as Project)** at **Neilsoft Pvt Ltd.** for the period of 6 Months starting from 6th Jul 2023 to 5th Jan 2024.

1. You will be entitled for consultant fees of Rs. 12,000/- per month as consultant which will be given to you subject to TDS deduction.

2. Your contract will be subject to the policies, rules, and regulations of the company with respect to office timings, weekly off etc, as prevailing from time to time. These will be explained to you at the time of joining the company. You will sign a non-disclosure agreement at the time of joining the organization.
3. If you wish to terminate the services with the Company, the standard notice period for all Associates will be of minimum 7 days or on the date mutually agreed upon.
4. Post joining, Trainings by internal resources shall be provided to the you on Image Analytics, Computer Vision, and Machine Learning.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Pallavi Purnaik** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, SEZ - Plot No. 21/2, Phase 3, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057

We understand that you may have queries during your joining period. We would encourage you to contact Abhijeet Gupte on Email Id: abhijeet.gupte@neilsoft.com / Tel: 9819431474.

Yours Sincerely,

With warm regards,
For **Neilsoft Pvt Ltd,**
Abhijeet Gupte

I accept the contract offer on stipulated terms & conditions and will report for duties on _____
Signature: _____
Date: 06/07/2023
Place: PUNE

AISSMS COLLEGE OF ENGINEERING PUNE

Neilsoft

Pride Parmar Galaxy, 8th Floor, 10/10 + A, Sadhu Vaswani Chowk, Pune - 411001, India
CIN: U72200PN1991PTC062192 | Tel: +91 20 2605 3003
info@neilsoft.com | www.neilsoft.com

Schedule 1 to Annexure B

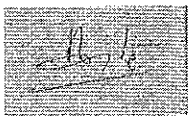
It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photocopy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable if associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photocopy of address proof (Permanent & Temporary)



MARKETS

BAJAJ FINSERV DIRECT LIMITED

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 09-May-2023

To,
Ashwini Charuhas Ballal,
AISSMS,Pune - 411014

Telephone: 8625997494

Dear Ashwini Charuhas Ballal,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("**Company**") on the following terms:

1. **DESIGNATION & BAND**

You will be designated as **Junior Associate Engineer** at **GB02A Band.**

2. **PERIOD OF EMPLOYMENT**

2.1 Your employment will commence on **July 03, 2023** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. **HOURS AND PLACE OF WORK**

3.1 You shall be based in our **Pune – Corporate Office** but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. **SALARY**

4.1 Your basic salary will be **Rs. 10750/- (Rupees Ten Thousand Seven Hundred Fifty Only)** and your house rent allowance will be **Rs. 5375/- (Rupees Five Thousand Three Hundred Sevety-Five Only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71877060
Corporate ID No.:
U65923PN2014PLC150522

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4.3 You hereby authorise the Company to deduct from your salary (including any salary stopped or withheld pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies including any outstanding loans and/or interest thereon, due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (forty-five)** written notice to the other party. The notice period of **45 (forty-five)** days is part of the Employee Separation Policy which is available for your reference on the Company's intranet.

5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.

5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.

5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

6. ANNUAL SALARY REVISION

6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.

6.2. Employee who have joined the organization on or before 1st October in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

7.1. In case you become eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.

7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.

7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.

Corporate Office:
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Registered Office:
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Pune - 411 035, Maharashtra, India.

Web: www.bajajfinsevmarkets.in
Tel: 020 71877060
Corporate ID No.:
U65923PN2014PLC150522

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7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.

7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

7.6 You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

8. COMPANY POLICIES AND PROCEDURE

8.1. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.

8.2. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

9. ADDITIONAL DUTIES

9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.

9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

10.1. Be an employee of, or be engaged in any other capacity by, any other company or organization other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;

10.2. Be involved in any capacity in providing services directly or indirectly to any other person, in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;

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U65923PN2014PLC150522

10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or

10.4 Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

11. INTELLECTUAL PROPERTY

11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment) in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will, at the expense of the Company, promptly execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

11.2 You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

12. CONFIDENTIALITY AND NON-DISCLOSURE

12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge, directly or indirectly, or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.

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Web: www.bajajfinservmarkets.in
Tel: 020 - 715 / 7060
Corporate ID No.:
U65923PN2014PLC150522

AISSMS COLLEGE OF ENGINEERING PUNE

12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.

12.3 For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

14. FALSE RECORDS

14.1. If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

14.2. Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter constitute the sole record of this and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71877060
Corporate ID No.:
U65923PN2014PLC150522

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Finserv Direct Limited, and wish you a very successful career with the group.

For Bajaj Finserv Direct Limited,

Ronnie Dias

Ronnie Dias
National Head – Human Resources

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on_____.

Signature : _____

Name : _____

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0522

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Annexure - A

Detailed Salary Structure

Date : 09-May-2023
Name : Ashwini Charuhas Ballal
Band : GB02A

Salary Components	Annual	Monthly
Basic Salary	129000	10750
House Rent Allowance (HRA)	64500	5375
Special Allowance	184360	15363
Statutory Bonus	30540	2545
Provident Fund (Employer's Contribution)	21600	1800
Gross Salary	430000	35833
Gratuity	6205	
Total Cost To Company	436205	36350

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.12/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- You will receive a one-time payment of INR **50,000 /- (Rupees Fifty Thousand only)** (taxes will be applicable as per income tax slab). The same will be paid to you on completion of one year of service from the date of joining, subject to you being on the payroll of Bajaj Finserv Direct Limited.
- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous
- Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature :

Name :

Date :

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Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71817060
Corporate ID No.:
U65923PN2014PLC150522

Offer: Computer Consultancy
Ref: TCSL/CT20224005758/Pune
Date: 28/12/2022

Mr. Piyush Dinesh Chaudhari
Gat No.28, Plot No.83, Sneh, Ashtavinayak Society, Near Smit College, Muktai Nagar, Jalgaon,
Behind Shiv Mandir,
Jalgaon-425001,
Maharashtra.
Tel# -9421655213

Dear Piyush Dinesh Chaudhari,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹**14,784/-** 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 ₹**5,914/-** 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. **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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

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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.

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

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

Loans

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

Professional Memberships

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

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid del ing.

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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(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.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Piyush Dinesh Chaudhari
Designation	Assistant System Engineer-Trainee
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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

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

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A.Y. 2022-23

07

Hewlett Packard Enterprise

19/12/2022

Piyush Dinesh Chaudhari
Gat No.28, Plot No.83, SNEH, Ashtavinayak Society, Near SMIT College, Muktai Nagar, Jalgaon, Jalgaon

Dear Piyush**,**

We are pleased to inform you that you have been selected for training with Hewlett Packard Enterprise GlobalSoft Pvt. Ltd. ("HPE" or the "Company") from 24/01/2023 to 14/07/2023 for a period of **6 Months** under the guidance and supervision of Swati Priyadarshini**.** Your location would be Pune, Maharashtra, India.

1. During the tenure of the project, you will be paid a **stipend of** Rs.20,000 **per month.** The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.

FOR Company

Sailesh A J Menezes
Senior Director – Human Resources

FOR Employee
Name: _____

Signature: _____
Date: _____

AISSMS COLLEGE OF ENGINEERING PUNE

AY. 2022-23

07

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Piyush Chaudhari

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Piyush Chaudhari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'.** Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

AISSMS COLLEGE OF ENGINEERING PUNE

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014. Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

29th January, 2023

Ms. Deepali Dalvi
A/P Rajendra Dalvi, (Meher Colony),
Meherabad, Arangaon, Ahmednagar,
Pincode - 414006

Dear Deepali,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee - Global Sales Support COE** at Pune for this position you will report to Jyoti Kulkarni - Engineering Manager

You are advised to join us on or before **1st August, 2023.** Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

MSMS COLLEGE OF ENGINEERING PUNE

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014. Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

Salary Annexure

Name of the Employee : Deepali Dalvi
Designation : Graduate Engineer Trainee
Location : Pune

Proposed Salary Component	*Amount (INR)*	
	Per Month	*Per Annum*
Basic Salary	15008	180100
House Rent Allowance	7504	90050
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	700	8400
Statutory Bonus	1400	16800
Balancing Allowance	10731	128775
Gross Salary	**39144**	**469725**
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	***41667***	***500000***
Confirmation Bonus* (paid after completion of 12 months from date of joining)		***60000***

- ***Confirmation Bonus*: This confirmation bonus shall be paid after the completion of 12 months of training period from the date of joining. This amount will be recovered in full, incase employee exits within 12 months from date of payout.***
- ***Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.***

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

MSMS COLLEGE OF ENGINEERING PUNE

Bobble AI
The Conversation Media Platform

Talent Unlimited Online Services Private Limited
808, Devika Tower, Nehru Place
New Delhi – 110019 India.
www.bobble.ai CIN: U72900DL2012PTC234341

14

OFFER LETTER

31st July 2023

Dear Vedant,

It is with great pleasure that we offer you the position of **AI Engineer** with **Talent Unlimited Online Services Pvt. Ltd.** (hereinafter referred to as **"Bobble AI" or "the Company"**).

Your official base location will be **Gurugram** and you will report to the **Sr. AI Engineer** or such other person as the Company may specify in writing during the course of your employment. Based on our discussions, we believe that your skills will not only benefit Bobble AI but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your employment terms shall be as mentioned below, and as per the Employment Agreement or such other similar documents to be entered between you and Bobble AI. In addition to those, your compensation will also include Medical Insurance, Laptop (as per the standing company policy), Office Meals (at base location), and such other benefits as per our internal policies, applicable from time to time.

Basis this offer letter, if you choose to join us, you are expected to sign the Appointment Letter or Employment Agreement as may be required by the Company and join us full time at our Gurugram office, on or before **21st August 2023.**

Please indicate your acceptance, by signing one copy of this document at the designated space below along with submitting the following documents' scan copy:

a. PAN Card
b. Aadhaar Card (Masked)
c. Bank Details (Passbook or Cancelled Cheque Copy).

We expect that you will signify your acceptance as provided above by or before **31st July 2023**, as thereafter, this offer letter will lapse. We are eagerly looking forward to having you join Bobble AI. This offer is subject to satisfactory reference check, declaration regarding any illness or health concerns (Mental or Biological or both) & verification of the information provided by you in your resume.

Sincerely,

FOR TALENT UNLIMITED ONLINE SERVICES PRIVATE LIMITED

Abhijit Bose
Senior Manager- HR (Ops. & Admin)

V19

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Terms

A. **CTC:** - Your starting annual CTC (including **Gross Salary & Variable Performance Pay**) will be equal to that of **INR. 7,92,000/-.**

	Name	Vedant Dere
	Designation	AI Engineer
	Date of Joining	21st August 2023
A	Gross Salary	7,20,000
B	Flexi Pay - Potential to Earn	
	Variable Performance Pay	72,000
	Total Rewards	7,92,000

All amounts shall be subject to statutory deductions.

B. **POTENTIAL TO EARN**

1. **Variable Performance Pay:** In addition to the Gross Salary, you will be considered to receive a Variable Performance Pay of not more than **INR. 72,000/-** in a financial year. The pay out of Variable Performance Pay, if any, and the quantum thereof will be variated, and prorated based on the following factors:

   1.1. Evaluation of your performance by the Company in its sole discretion after the completion of each financial year.
   1.2. You have been a regular employee of the Company from the Date of Joining till the last day of the financial year in which you have joined, and thereafter subject to your being in continuous regular employment with the Company for the throughout the financial year (each year being "**Performance Evaluation Period**").
   1.3. You have not served your notice of resignation or your employment has not been terminated by the Company before during the Performance Evaluation Period or before the last day of May of the financial year immediately following the period being considered as the Performance Evaluation Period.
   1.4. Your regularity and actual tenure of employment during the Performance Evaluation Period as per the Company policy.

2. **Benefits.** We as an organization believe in total reward philosophy which is beyond direct monetary gain. We invest more than **INR. 2,40,000/-** annually for providing you multiple benefits such as medical insurance, skill enhancement training, Wellness in Totality (WiT) sessions, benefits on assets, breakfast and snacks at office (at base location) throughout the year.

3. **Probation Period.** You will be on probation for a period of 6 months from your Date of Joining. This probation period may be extended by another 3 months, at the sole discretion of the Company. Your services will be confirmed only upon successful completion of your probation.

4. **Notice Period.** During probation period a notice period of 30 calendar days from either side will be mandated. After probation period, a Notice period of minimum 60 calendar days from either side shall be applicable.

5. **Confidentiality& Intellectual Property etc:** You agree to the following confidentiality terms:

5.1 You acknowledge that all property (whether tangible or intangible) which is created or developed, expanded, added to and/ or modified in any manner by you during your employment at Bobble AI, is and will remain, the sole and exclusive property of the Company at all times during your employment and following separation. You understand and agree that such properties/ inventions / designs / Improvements / developments may or may not be directly related to the current business of the Company. Any decision on the impact of any such property on the current or future business of the Company relevance and / or significance will rest solely with the Company.

5.2 You agree that you will inform the Company of any inventions, designs, improvements or developments relating to the business of the Company or otherwise, of which you become aware of during your employment, whether or not they are necessarily developed by during normal working hours. You agree to assist the Company to obtain any patent, trademark or design registrations to give the Company title to the invention, design, improvement or development.

5.3 **Certain Acts.** During your employment with Bobble AI, you will not do anything to compete with Bobble AI's present or contemplated business, nor will you plan or organize any competitive business activity. You will not enter into any agreement, which conflicts with your duties or obligations to Bobble AI. During your employment or within 1 (one) year after it ends, without Bobble AI express written consent, directly or indirectly, you will not solicit or encourage any employee, agent, independent contractor, supplier, customer, consultant or any other person or company to terminate or alter a relationship with Bobble AI.

5.4 **No Inconsistent Obligations.** You represent that you are aware of no obligations legal or otherwise, inconsistent with the terms of this offer or with your undertaking employment with Bobble AI. You will not disclose to Bobble AI, or use, or induce Bobble AI to use, any proprietary information or trade secrets of others. You represent and warrant that you have returned all proprietary and confidential information belonging to all prior employers.

5.5 **Tax Liability.** Your actual tax burden will depend on the choices you make for various investment categories. You can consult the company tax advisor for any help related to it.

5.6 All content of this letter and any other information exchanged between you and the Company is confidential except as may be agreed otherwise in writing, and you shall not divulge the same to any other person without the prior written consent of the Company.

"I accept the offer on the above terms and conditions and shall report to work by the Date of Joining".

Vedant Dere

xodo sign
by apryse

Audit Trail

Document Details

Title	Employment Offer Letter || Bobble.AI
File Name	Employment Offer Letter- Vedant Dere.pdf
Document ID	cc3c985e53c84c2a9570825e32513257
Fingerprint	8b94af9b8004294939b9b18d5ab28529
Status	Completed

Document History

Document Created	Document Created by HR Bobble (hr@bobble.ai) Fingerprint: 5b1c3d2c6947a90f9da9f27c2e21399l	Jul 31 2023 08:23AM UTC
Document Sent	Document Sent to Abhijit Bose (abhijit.bose@bobble.ai)	Jul 31 2023 08:23AM UTC
Document Viewed	Document Viewed by Abhijit Bose (abhijit.bose@bobble.ai) IP: 14.143.254.122	Jul 31 2023 08:24AM UTC
Document Signed	Document Signed by Abhijit Bose (abhijit.bose@bobble.ai) IP: 14.143.254.122 	Jul 31 2023 08:25AM UTC
Document Completed	This document has been completed. Fingerprint: 8b94af9b8004294939b9b18d5ab28529	Jul 31 2023 08:25AM UTC

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by apryse

Audit Trail

Document Details

Title	Employment Offer Letter || Bobble.AI
File Name	Employment Offer Letter Bobble.AI (1).pdf
Document ID	1153adddb7874093806ac59a9f15cafb
Fingerprint	71beef462ec68c6ea274be3e434c7aa5
Status	Completed

Document History

Document Created	Document Created by HR Bobble (hr@bobble.ai) Fingerprint: 976eaf3586700496ca657aac84fc8f88	Jul 31 2023 08:31AM UTC
Document Sent	Document Sent to Vedant Dere (derevedant@gmail.com)	Jul 31 2023 08:31AM UTC
Document Viewed	Document Viewed by Vedant Dere (derevedant@gmail.com) IP: 3.6.42.51	Jul 31 2023 08:31AM UTC
Document Signed	Document Signed by Vedant Dere (derevedant@gmail.com) IP: 3.6.42.51 	Jul 31 2023 08:36AM UTC
Document Completed	This document has been completed. Fingerprint: 71beef462ec68c6ea274be3e434c7aa5	Jul 31 2023 08:36AM UTC

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cognizant

Letter of Intent (LOI)

Superset ID: 3216638

Date: November 25, 2022

Dear SHRADDHA AVINASH DESHMUKH,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

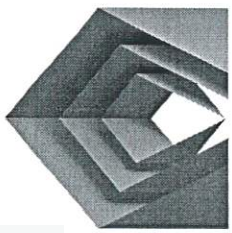
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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ivalua

Ivalua India Private Limited

August 31, 2023

Confidential

Gaurav Singh
FL. No 1007 - B wing, Diamond Crest, Wagholi, Pune - 412207

Subject: Letter for Internship

Dear Gaurav,

This is with reference to your application and subsequent discussions we had with you.

We are pleased to offer you an internship with Ivalua Private Limited ("Company or Ivalua") under the terms and conditions specified below.

TERMS AND CONDITIONS

1. Your internship will be for a period of **6 (six)** months and will commence from October 16, 2023 until April 13, 2024 (the "Internship Period"). You shall have no right whatsoever to claim any renewal of the Internship Period as such. Your internship can be terminated by yourself or the Company on giving the other not less than two (2) weeks' notice in writing.

2. You shall be required to report at the office of the Company situated at Level 5, M-Agile, Near Pan Card Club Road, Baner, Pune - 411045

3. You will be assigned a supervisor on the first day of the Internship Period and will be required to act in accordance with the instructions of your supervisor. As an intern, you will carry out such tasks as may be entrusted to you from time to time.

4. During the Internship Period, you shall be required to work directly with your team coordinators and/or other staff members of the Company, as instructed.

5. This is not and shall not be, at any point, treated as a contract of employment between you and the Company or commitment for employment as a future date. You shall have no right to claim any employment or whatsoever with the Company. Nothing in this letter shall be construed to create an employer-employee or principal-agent relationship between you and the Company. You shall not have the authority to bind or represent the Company in any manner whatsoever.

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6. You will be paid a stipend of INR 41,666.00 per month for the Internship Period. You will have to pay tax on your stipend if taxable under the applicable Income Tax Laws in India. You shall not be entitled to any other benefits as applicable to the employees of the Company.

7. You shall not undertake any other assignment during the currency of your internship with the Company that conflicts with the tasks assigned as part of the internship. Any contravention thereof will lead to the forthwith termination of your internship.

8. You will be required to follow the rules of discipline prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in unethical practices, fraudulent activities, misrepresentation etc.

9. You shall contribute to the best of knowledge, skills, abilities, and expertise for the promotion of the Company's business.

10. You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship.

11. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any compliant or proceeding is initiated against you during the Internship Period, whether civil or criminal in nature, you will immediately inform eh Company of the same.

12. You shall not disclose, divulge or give out information to any unauthorized person or make public, during the period of your internship or even afterwards by word of mouth or otherwise, any information, particular or details of the Company's affair, its clientele, products, processes, services, systems, methodology, research carried out, technical know-how, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by virtue of you being engaged with the Company. ***Confidentiality is important in all aspects of our dealings. In this regard, the Company has put in place a covenant on confidentiality, which is set out in Annexure 1. The terms of the Confidential Information and Invention Assignment shall be deemed to be part of this agreement.***

13. During the Internship Period, you may be involved in the making, discovery or creation of copyright (including future copyright), trade mark, design, patent, circuit layout rights, or other intellectual property, whether registered or unregistered and whether registerable or not ("Intellectual Property") and you shall be required (to the extent that these rights are not automatically vested in the company by statute) to assign these to the Company.

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14. The Company believes in openness and good communications as the most effective means of addressing work related issues and concerns, the Company's grievances procedure, as set out in the Policies, has been introduced to benefit all individuals engaged with the Company (including interns), and is intended to provide all with a systematic way of airing grievances and reaching a solution in as short a time as possible.

15. You shall be responsible for the safekeeping and return in good condition and order of all the properties of the Company, which may be in you case, custody, or care or charge. For the loss of any properties of the Company in you possession, the Company will have a right to address 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 accounts such material or property to its satisfaction.

16. This internship has been made based on the information furnished by you in your application. Thus, you shall inform the Company in writing about the changes in any particulars submitted in the application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information may or has been purposely withheld, the internship will be terminated without notice without any liabilities to the Company.

17. On expiry or early termination of the Internship Period, as the case may be, you will immediately surrender to the Company, all materials, correspondence, books, documents, records, assets etc. belonging to the Company or relating to its business.

18. The Company reserves the right to withdraw this offer made to you, without prejudice and without providing any reasons, whatsoever, before receipt of your acceptance of the same.

19. Notwithstanding anything contained in the above paragraph, this offer of internship and all of the terms outlined hereunder will automatically expire on September 6, 2023, in case of any failure of your part to confirm your acceptance thereof by or before September 6, 2023 or your failure to report the Company on October 16, 2023.

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Please return a copy of this letter, duly signed in token of your acceptance of the same.

Yours Sincerely,

For IVALUA INDIA PRIVATE LIMITED,

Annie Lelievre — 02-Sep-2023

Annie Lelievre
Chief Human Resource Officer

Date

ACCEPTANCE:

I hereby confirm that I have read, understood and accept the terms set out in this letter and agree and accept the same.

Gaurav Singh — 02-Sep-2023

Gaurav Singh

Date

Annexure 1: *Confidential Information and Invention Assignment Agreement*

Reviewed by:

Divya Kulkarni, Sr Talent Acquisition Partner_____

Eleonore Charles, Head Talent Acquisition EMEA EC

HIGHLY CONFIDENTIAL

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13-December-2022

Tanvi Parmeshwar Gavhane
C/O Appasaheb Muthe Mahaveer Collony ,Saras Nagar Ahmadnagar Maharashtra 414001

Dear Tanvi,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

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6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
    - The relieving / resignation acceptance letter from your present employer
    - 3 passport size photographs & a copy of your PAN card

7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited.**

Yours sincerely,

For **Vodafone India Services Private Limited.**

Rohit Solomon
Vice President – Talent Acquisition

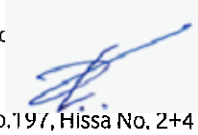
ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your rc e verifications by the recruiter.



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Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Tanvi Parmeshwar Gavhane	
Designation	Graduate Engineer Trainee	
Band	I	
	Monthly Amount (In INR)	Annual Amount (In INR)
Component (A)		
Basic Salary	13,854	166,250
Housing Rent Allowance	6,927	83,125
Management Allowance	15,117	181,406
Component (B) - Retirals [1]		
Provident Fund (Company Contribution)	1,800	21,600
Total Fixed Pay (A+B)	37,698	452,381
Component (C) - Target Incentive [2]		
Target Incentive is @ 5% of Fixed Pay	1,885	22,619
Total Target Cash [3] (Fixed Pay + Incentive)	39,583	475,000
House Rent Allowance (HRA) – 50% of Basic salary.		
1. Retirals includes Provident Fund @ 12% of PF Wages which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund		
2. Target Incentive is inclusive of the Interim bonus as payable under the statue. Incentive Pay-out will be subject to the Incentive plan and framework as applicable to your role		
3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit		
Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.		
Taxation: All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per Income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)		
Any additional payments as part of your offer		
Joining Bonus (INR)	- You will be eligible for a one-time Joining Bonus of INR 25000/- , payable in the first month's payroll. The Joining Bonus is recoverable incase of resignation within 12 months from date of joining.	

Annexure 2 – Monthly/ Annual Benefits:

	Monthly/ Annual Benefits	Entitlements for Band I
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive **INR 25,00,000** as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for **INR 25,00,000**
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children) with total sum insured of **6 Lakhs**. Co-pay on claims to be applicable as per the medical plan. The premium for this cover is borne by the organization. You may also opt for **Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount.** Co-pay on claims to be applicable as per the medical plan
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of **INR 11,000 every 2 years** (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of **INR 800 per month** which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: **Privilege leave (annual leave) of 22 days** **Sick Leave - 7 Days** **Casual leave - 7 Days** In addition, there will be **11 calendar holidays.** Maternity & Parenting leave applicable as per Company's Policy
** The benefits are subject to change as part of periodic review. The latest benefits will be applicable as per the revision by organization		

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Total reward elements	Summary	Value in INR
A. Total target cash		
Annual Fixed	Pay & allowances as mentioned in Annexure	INR 452,381
Incentive	Short-term Incentive as mentioned in TTC Structure	INR 22,619
B. Long term Benefits		
Gratuity	Gratuity provision as per applicable statute	INR 7,997
C. Total monetized benefits		
Health & Connectivity benefits	Includes Premium toward hospitalization, life insurance and accident insurance cover. Value of Handset Allowance, Official Mobile Plan, Broadband Allowance	INR 30,631
TOTAL REWARDS (A+B+C)		INR 513,628

CONFIDENTIAL INFORMATION

"**Confidential Information**" shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.

b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.

c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.

d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.

e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.

f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____

NAME: _____

DATE: _____

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_VOIS

WE ALWAYS drive safely and legally: we always wear a seatbelt

WE ALWAYS drive safely and legally: we always obey the speed limit

NEVER carry out work on any electrical equipment unless you're qualified

WE NEVER work under the influence of alcohol or drugs

Always wear helmet while riding and ensure that the pillion rider wears a helmet.

When working in the proximity of power, WE ALWAYS maintain the required safe distance and use the correct insulated equipment

WE ALWAYS drive safely and legally: we never use a handheld mobile device when driving

When working at height, ALWAYS wear protective gear, attach a safety harness and use fall protection equipment

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?

vodafone

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cognizant

Letter of Intent (LOI)

Superset ID: 3266487

Date: November 25, 2022

Dear MUBIN JAVED INAMDAR,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

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Neilsoft

Neilsoft, SEZ - Plot No. 21/2, Phase 3, Hinjewadi Rajiv Gandhi Infotech Park,
Hinjawadi, Pune, Maharashtra

HR/OFL/04/14//2022/3 **CONFIDENTIAL** **Jul 3rd, 2023**

Mr. Vignesh Iyer,
(M):- **9130576954**

Dear Vignesh,

Subject: Offer for Contract Employment

With reference to the discussion, we had with you, we are pleased to offer you the position of **Intern (Training as well as Project)** at **Neilsoft Pvt Ltd.** for the period of 6 Months starting from 6th Jul 2023 to 5th Oct 2023.

1. You will be entitled for consultant fees of Rs. 12,000/- per month as consultant which will be given to you subject to TDS deduction.

2. Your contract will be subject to the policies, rules, and regulations of the company with respect to office timings, weekly off etc, as prevailing from time to time. These will be explained to you at the time of joining the company. You will sign a non-disclosure agreement at the time of joining the organization.
3. If you wish to terminate the services with the Company, the standard notice period for all Associates will be of minimum 7 days or on the date mutually agreed upon.
4. Post joining, Trainings by internal resources shall be provided to the you on Image Analytics, Computer Vision, and Machine Learning.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Pallavi Purnaik** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, SEZ - Plot No. 21/2, Phase 3, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057

We understand that you may have queries during your joining period. We would encourage you to contact Abhijeet Gupte on Email Id: abhijeet.gupte@neilsoft.com / Tel: 9819431474.

Yours Sincerely,

With warm regards,
For **Neilsoft Pvt Ltd,**
Abhijeet Gupte

I accept the contract offer on stipulated terms & conditions and will report for duties on _____

Signature: Vignesh

Date: 26/03/2023

Place: PUNE

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Neilsoft

Neilsoft, SEZ - Plot No. 21/2, Phase 3, Hinjewadi Rajiv Gandhi Infotech Park,
Hinjawadi, Pune, Maharashtra

Schedule 1 to Annexure B

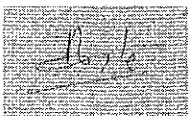
It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photocopy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable if associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photocopy of address proof (Permanent & Temporary)



cognizant

Certified Skill Development (CSD) Training Program Offer

20-Oct-2023

Candidate ID: 22247448

Akshay Gautam Jadhav
B.E. E&Tc Engineering
AISSMS College of Engineering, Pune

Dear **Akshay Gautam Jadhav,**

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months.** Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective [illegible] Training Program is conducted, and you would need to adhere with minimum

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attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and CSD Training Program would be terminated if leaves are availed without prior approvals.

3. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your CSD Training Program would be terminated.

4. The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your CSD Training Program would be terminated.

5. After successful completion of your CSD Training Program, if there is a business demand which expects you to get skilled on a different skill set, you would be expected to get skilled in that required application, failing which your Letter of Intent will be revoked.

6. Stipend payment will be done for the prescribed CSD Training Program period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

7. There would be zero tolerance to plagiarisms and misconduct during the CSD Training Program. Adherence to Cognizant policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of this CSD Training Program without any notice. You would be required to complete Cognizant mandatory trainings such as Code of Conduct and AUP within the given timelines.

8. During the course of your CSD Training Program and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of this CSD Training Program.

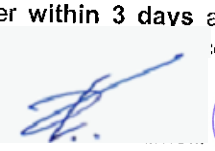
9. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the CSD Training Program period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

10. It is hereby clarified that participation in this CSD Training Program shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD Training Program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this document.

11. Cognizant holds all rights to cancel this CSD Training Program Offer due to non-conformance of performance benchmark or moral code of conduct or in case of you failing to participate in the CSD Training Program within the given date/timeline or for such other any reasons upon providing written communication of the same to you. Upon such cancellation of this CSD Training Program Offer, your access and participation in the CSD Training Program shall stand terminated.

12. At the time of your reporting for the CSD Training Program, you will be required to sign a Non - Disclosure Agreement with the Cognizant. During the course of your CSD Training Program and after completion of the same, you are required to maintain strictest confidentiality with respect to Cognizant's proprietary or products that you access or come into contact with, during your project under this CSD Training Program, at all times as per our Policy. You shall not use Cognizant proprietary information or products for any purpose. Any breach of information security will be dealt as per Cognizant Policy.

13. This CSD Training Program Offer shall be **valid for 3 calendar days** from the date of this Offer, hence you are requested to accept or decline this CSD Training Program Offer **within 3 days** and are also requested to submit the mandatory documents **within 7 calendar days** cepting your CSD Training Program offer as part of your Pre-joining & Background Ver e you don't comply to the above timelines, this Offer shall stand withdra s cancelled. Any official written extension to the offer validity and the abov at the sole discretion of Cognizant.



14. For avoidance of doubt, it is herewith stated that the CSD Training Program shall stand cancelled on the below scenarios as well:
a. In the event of you accepting this CSD Training Program Offer but not joining into the CSD Training Program on the specified date and at specified location of onboarding.
b. In the event of you not accepting this CSD Training Program Offer or failing to communicate acceptance **within 3 calendar days** as stated above
c. For such other operational, regulatory reasons including breach of terms herein.

Thereupon, your access shall also stand revoked, and Cognizant shall not be obligated to extend nor be liable for any claims due to termination of this CSD Training Program Offer.

On any of the above-mentioned scenarios (Refer to **Section A: Terms and Conditions**), if your CSD Training Program has been terminated then your Letter of Intent would also be revoked.

You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

Below are the **mandatory documents** to be submitted as part of your **Background Verification:**
• Your Pan Card
• Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre-joining formalities:**
• 2 Passport sized Photographs preferably with a Grey / White background
• Personal individual bank account from a nationalized bank for processing stipend

In case of additional queries or concerns, you can raise a query at https://campus2cognizant.cognizant.com/Pages/PreLogin

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**

Maya Sreekumar
Vice President - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Offer: Computer Consultancy
Ref: TCSL/CT20224001241/Pune
Date: 21/09/2022

Ms. Samruddhi Nagesh Jadhav
Near Cake Valley Shop, Somwar Peth , PuneDaruwala Pool,
Apollo Theatre,
Pune-411011,
Maharashtra.
Tel# -

Dear Samruddhi Nagesh Jadhav,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** 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 ₹**5,914/-** 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. **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.

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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

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Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/1 29, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

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

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

Loans

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

Professional Memberships

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

TATA CONSULTANCY SERVICES
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Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid del ing.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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 profes sonal growth.

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Samruddhi Nagesh Jadhav
Designation	Assistant System Engineer-Trainee
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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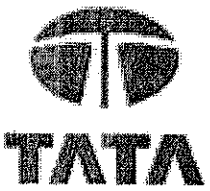

Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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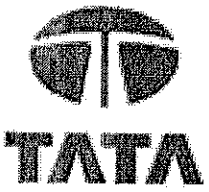

2. **Associate's Obligations**

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

3. **Intellectual Property Rights**

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(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.

TATA CONSULTANCY SERVICES
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10. Equitable Rights

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

11. General

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

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

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

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

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TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

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

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicetline: 1800 209 3111 Email: careers@tcs.com

MITSUBISHI ELECTRIC
Changes for the Better

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Head Office : 3rd Floor, Tower A, Global Gateway
MG Road, Gurugram - 122 002, Haryana, India
Tel. : +91-124-6739 300, Fax : +91-124-6739 399
Registered Office : D1/G3, 4th Floor, Mohan Cooperative Industrial Estate
Mathura Road, New Delhi - 110044 India, Tel. : +91-011-6605 7800
URL : http://in.MitsubishiElectric.com / CIN No : U81900DL2010PTC227627

MEI / HR/ LOI/ <FAMK> / 2023-2024 **Date: 12th October 2023**

Mr. Aditya Bhausaheb Kumkar
Sant Sawli Pandharinagar
Pune

Dear Mr. Aditya,

This is further to the interview you had with us. We are pleased to forward to you this Letter of Intent, as per the terms indicated hereunder:

Designation	: Engineer
Department	: Marketing Department
Sub-department	: ICDNICS – Centre of Excellence
To Report on duty	: 18th October 2023
Location	: Pune
Grade / Band	: EL / Professional
Probation	: **Minimum SIX months from the date of joining**
Salary Details	: **Annual CTC – INR 4,00,004/-** **Salary Break up as per attached Annexure- I.**

Management reserves the right to withdraw this offer letter in case any of the information given by you is found to be incorrect.

You are advised to bring two passport size photographs, Original Educational and Experience Certificates along with a set of copy at the time of reporting for work.

Please return the copy of this letter duly signed, confirming the date of your reporting for work. Our formal Appointment letter will be issued to you, soon after your joining our services.

With the execution of this Letter of Intent, the Employee hereby agrees and gives his explicit and unambiguous consent to the Company to process, collect, use, store, disclose, share and transfer Personal Data and Sensitive Personal Information* ("Data") of the Employee including but not limited to address, contact number, date of birth, biometric information, health records, Aadhar and PAN details and any other details provided to the Company in connection with this letter. In particular, the Employee agrees and gives his consent to the disclosure and transfer of the Employee's Data in relation to this letter of Intent by the company for the purposes viz. pay roll services, Health Insurance, HRMS, Biometric, background verification and / or to perform such other employee related services as are necessary to achieve the employee satisfaction and benefit, and to its parent, subsidiaries, affiliates Companies, and other third parties ("Recipients") established in India or abroad, where deemed necessary by the Company. For more information, please read the Privacy policy of the company available on its website at http://www.mitsubishielectric.in.
*As defined under the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011.

With Best Wishes,

Authorized Signatory

Ms. Priyankur Priya Tiwary
General Manager – HR & A
Mitsubishi Electric India Private Limited

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Scanned with CamScanner

FINESHIFT

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Pravin Kunte

EMPLOYEE ID : FSIN0069

BLOOD GRP : A+

Fineshift Software PVT. LTD.
Plot No 34/2,Rajiv Gandhi Infotech Park,
Near Ruby hall Clinic, Behind KPIT,
Hinjewadi - Phase 1, Pune - 411057

www.fineshift.com

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PRIVATE & CONFIDENTIAL

Date : 18-04-2023

Offer Letter

Dear **Mr. Pravin Kunte**

Congratulations!

With the reference to your application and subsequent interviews, we are pleased to offer you an employment opportunity at **FINESHIFT SOFTWARE PRIVATE LIMITED**.

This letter will memorialize the terms of your employment by **FINESHIFT SOFTWARE PRIVATE LIMITED** as **Software Trainee. Your** employment is contingent on your ability to furnish employment eligibility documentation as required by law. We look forward to your joining us and helping us grow the Company's business!

The terms of your employment are as follows:

Position: **Software Trainee**
Career Level: **Jr. Executive**
Start Date: **On or Before 20th April 2023**
Reporting To: **Technical lead**

Compensation: Your starting compensation will be **Rs.15000** per month for the first 90 days of the probation period. On satisfactory completion of the probation period, you are entitled to regular salary benefits. Fineshift Software withholds the right to revise the salary based on the performance of the candidate during the probation period. In addition, you will be eligible to participate in regular vacation, and other employee benefit plans established by the Company for its employees from time to time. The detailed compensation plan is explained in Exhibit A to this letter.

Leave and Working Hours: You will not be entitled to take any leaves during the probation period(6 months) and will observe the working hours as may be applicable to your category of employees and location of posting.

Fulfillment Obligation: Any cash bonuses or other expenses paid prior to normal salary periods are recoverable by the Company for the first 90 days of employment should you terminate your employment without cause.

Confidentiality and Invention Assignment: Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to
abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.

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Training & Probation: You acknowledge that you will be imparted with advanced training and development by the Company on Company's expense ("Training Expense"). You agree that based upon your performance in the probation period and training, you may get appointed as permanent employee through a confirmation letter at the sole discretion of the Company. During the Probation period employee has to work with sincerity and performance should be as per company's expectation. If an employee is found to nonperformer or found involved in some unethical acts or breach any company policy, then the company can take action against him or her and may discontinue the services of the employee with immediate effect.

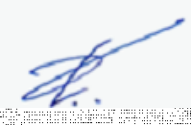
Transfer & Relocation: You will be liable to transfer in such capacity as the company may from time to time determine to any other location, department, establishment, factory or branch of the company or its affiliate, associate or subsidiary companies. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

Non–Compete: You agree that during the term of your employment and for further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties ("Restricted Business"), other than through the Company.

Non-Solicitation of Customers: You agree that during the term of your employment and for a further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.

Non – Solicitation and Non Hire of Company Employees: You agree that during the term of your employment and a further period of 12 (twelve) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavor to solicit or to entice away or assist any other Person to solicit or hire or entice away from the Company, any Company employee.

Termination: We envisage a fruitful relationship with you, but in case due to any reason you propose to terminate your employment with the Company before completion of one (1) year from the date of your joining, you shall refund three (3) months compensation or the compensation received by you from the company during your tenure, whichever is less along with the Training Expense. After the expiry of the one (1) year period as mentioned herein above, you shall be required to give a one (1) month notice before you choose to terminate your services with the Company. The Company also reserves the right to terminate your services by giving you one (1) month notice. The notice pay amount shall be calculated on your last drawn basic salary. If at any time you are found guilty of misconduct or involved in any act/omission that adversely effects
or directly or indirectly injures the reputation and goodwill of the Company, your services will be immediately terminated without any notice or salary thereof.



7721995554
Nyati Emporius, Office No 505, HQ88+R8H, Pashan Highway Side Rd, Mahalunge, Pune, Maharashtra 411045
www.fineshift.com

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"Employee Agreement": To protect the interests of the Company, you will need to sign the Company's standard Terms & Conditions of Employment (attached as Exhibit B), FineShift Confidentiality Agreement, Employee Handbook and conflict of interest agreement (collectively, the "Employee Agreements") as a condition of your employment. You represent that
your signing of this offer letter, and the Employee Agreements and your commencement of employment with the Company will not breach any agreement currently in place between yourself and current or past employers.

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

Please Bring:
Our offer is contingent upon satisfactory evidence and verification of your credentials. Please return by email to amit@fineshift.com. **Also, please return a signed copy by mail to the Office address.**

1.Educational Qualification- (Original with photo copy)
2.Past Experience (-do-)
3.Pay slip (-do-)
4.ID Proof (-do-)

Thanks & Regards

Amit Sindhikumte
Sincerely,

Director

EXHIBIT: A - Compensation Plan
EXHIBIT: B - Terms & Conditions of Employment

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www.fineshift.com

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EXHIBIT A

COMPENSATION PLAN

Salary Annexure		
Description	**Monthly Compensation (Rs. Per Annum)**	**Annual Compensation (Rs. Per Annum)**
BASIC	10,100	121,200
HRA	5,050	60,600
CONVEYANCE ALLOWANCE	1010	12,120
OTHER ALLOWANCE	4,040	48,480
PERFORMANCE LINKED BONUS		120,000
GROSS SALARY(CTC)	**20200**	**362,400**
PROFESSIONAL TAX (PT)	200	2,400
NET SALARY	**20000**	**360,000**

Note -

- ***Any tax liability arising out of the remuneration will be deducted as per the Income Tax &Professional Tax Rules.***
- ***Fineshift is in process of implementing the Provident Fund structure within the organization. Once it is completed we will share the revised salary structure.***

I agree with the above compensation plan

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7721995554
Nyati Emporius, Office No 505, HQ88+R8H, Pashan Highway Side Rd, Mahalunge, Pune, Maharashtra 411045
www.fineshift.com

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EXHIBIT B

Terms & Conditions of Employment

- During the term of your employment with FineShift Software Private Limited, you may not engage in any employment or act in any way, which either conflicts with your duties and obligations to FineShift , or is contrary to the policies or the interests of FineShift .

- During the term of your employment with FineShift , you are required to disclose all material and relevant information, which may either affect your employment with FineShift currently or in the future or may be in conflict with the terms of your employment with FineShift , either directly or indirectly. If at any time during your employment, if FineShift becomes aware that you have suppressed any material or relevant information required to be disclosed by you,
  FineShift reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by FineShift .

- You agree to conform to and comply with FineShift 's Policy and such directions and orders as may from time to time be given by FineShift .

- During the term of your employment, should you desire to leave the services of FineShift , you will have to give one month's notice or salary in lieu thereof. Similarly, FineShift shall be entitled to terminate your employment at any time by giving you one months' notice or salary in lieu thereof.

- Notwithstanding anything mentioned in this Agreement, FineShift may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of FineShift 's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offense involving moral turpitude, or breach by you of any terms of this Agreement or FineShift Policy or other documents or directions of FineShift , or irregularity in attendance, or your unauthorized absence of from the place of work for more than five (5) working days, or closure of the business of FineShift , or redundancy of your post in FineShift , or upon you conducting yourself in a manner
  which is regarded by FineShift as prejudicial to its own interests or to the interests of its clients .

- Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects.

- At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from FineShift on account of salary, bonus or any other such payments.

- You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act,
  1996. The venue for arbitration will be Pune.

- The courts of Pune shall have exclusive jurisdiction over any matters arising out of this agre

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

For Fineshift Software Private Limited

Amit Sindhikumte
(Director/Authorized Signatory)

Agreed and accepted with the express intent to be bound

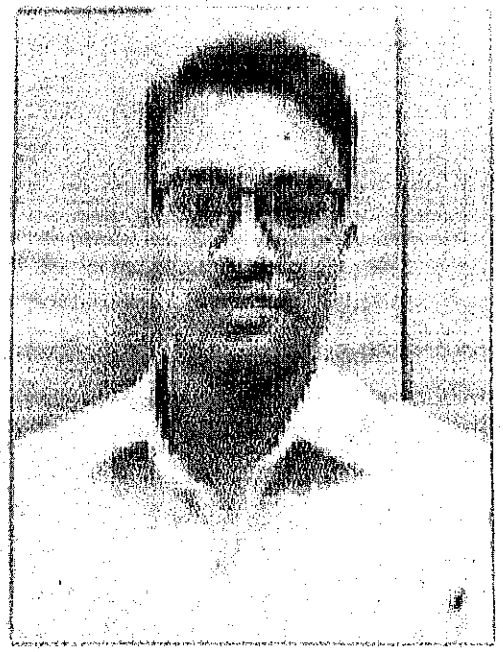
Pravin Kunte

7721995554
Nyati Emporius, Office No 505, HQ88+R8H, Pashan Highway Side Rd, Mahalunge, Pune, Maharashtra 411045
www.fineshift.com

QUASAR SDF

Driven by Vision, Powered by Technology

11, Electronic Co-op. Estate, Pune-Satara Road
Pune : 411 009 INDIA. Tel.: +91 20 6747 280(



Shirish Nandkar

Employee ID: 475100942

Blood Group: B+ve

Emergency Contact No: 7972471053

www.quasar-cil.com

AISSMS COLLEGE OF ENGINEERING PUNE

cognizant

Letter of Intent (LOI)

Superset ID: 3217410

Date: November 25, 2022

Dear NISHA BALAWANT NELGE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst** Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per** annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

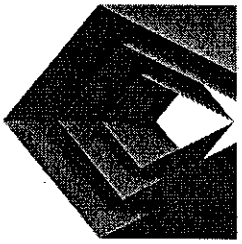
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/PreLogIn

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Mayil Sivakumar
Vice President - Human Resources



cognizant

Letter of Intent (LOI)

Superset ID: 3206227

Date: November 25, 2022

Dear SAYALI SADASHIV NIKAM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

MAEER'S MIT ARTS, COMMERCE & SCIENCE COLLEGE OF ENGINEERING PUNE

Offer Letter for Shreyash Parkhe Inbox

Square Yards Jul 17
to me, varun.salunke, as...

Dear **Shreyash Parkhe**,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Associate Investment Manager** in our Company. Your beginning annual remuneration will be **INR 250,000/- (Enclosed: CTC break-up).**

In addition you will be eligible to participate in:

- The candidate will also be entitled to a variable incentive earned as a percentage of the revenue generated by the candidate on achieving the minimum required revenue target. The percentage will be determined in the incentive model which will be shared with the employee along with the Job Description. The incentive per[illegible] and slabs will be subject to ch[illegible] from time to time at the sole d[illegible] of the Company

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Letter of Appointment

Date: 7/Sep/2023

Name: **Pranav Arun Patil**
Location: Pune

Dear Pranav,

We have the pleasure of appointing you as an **"Associate Trainee"** at SolvFore Pvt Ltd. The date of your joining is **Sep 11, 2023.**

The terms and conditions of this offer for employment are:

1. Salary

Your Annual Total Compensation will be **Rs. 5,00,004/- (Five Lakhs and Four Only).** A detailed breakdown of your salary is given in '**Annexure A.**

2. Joining Formalities

An employee is expected to submit all the documents mentioned in the offer letter at the time of joining. In case you are unable to present the relieving letter from your previous organization(s), SolvFore will not be liable for any consequences arising out of your previous employment. You shall indemnify and hold the Company harmless against any costs, losses, and expenses that the Company may be required to pay because of not producing a valid letter unconditionally relieving you from your previous job.
The information produced by you at the time of recruitment as well as during joining is deemed to be true and correct. By accepting this letter, you give your unconditional consent to the Company and/or its authorized person/ agency to carry out your background check and take all necessary actions to verify the authenticity of the information provided.
In case you fail to take necessary steps as mentioned above, in case the information, particulars, and data furnished to the Company by you are found to be erroneous, incomplete, inaccurate, or untruthful, in the background check or where the background check reveals undesirable results, the Company will have a right to take necessary disciplinary action including termination of your employment without any obligations or any notice period or compensation.
Further, you allow the Company to provide your personal information (i) for internal business requirements (ii) for applicable legal compliance in or outside India (iii) as may be required by the Company's customers.

3. Work Location

Your place of posting will be Pune.

4. Probationary Period

You will be on probation for three months from the Date of Joining. At the discretion of the Company, the probation period may be extended if it is found that the services provided by you are not satisfactory.

On successful completion of the probation period, if in the opinion of the Company, you are found suitable for the appointed position, your appointment will be confirmed and communicated to you in writing by the Company. The terms and conditions of this Appointment Letter, as amended from time to time shall be binding on you.

5. Increments, Promotion & Incentives

Your growth in the Company and increments in the salary will depend on the individual and company's performance. Performance Reviews happen twice a year i. e. April and October. Your services should be confirmed before being considered eligible for any Performance Reviews.

6. Notice Period

During your probation period, either party may terminate the employment by giving notice or Salary instead of the notice period subject to the Company's discretion. Af

probationary period and confirmation of employment, if an employee voluntarily resigns from the services of the Company, the employee will be required to give Ninety days of written notice or Salary instead of the notice period subject to the Company's discretion.

7. Termination

a. After your services are confirmed, either Party may serve the employment by giving written notice of three months (the "Notice Period") as per clause 5 or payment of gross salary in lieu thereof. During the Notice Period, you will remain employed by the Company subject to your conditions of employment.

b. In case of resignation, the Company reserves the right to:
   1) Relieve you earlier than the employee Notice Period.
   2) Extend the employee Notice Period subject to your satisfactory handover of charge and completing the assignments, and projects.
   3) Decide whether the employee Notice Period shall run concurrently with the period of any leave that may be granted to you.
   4) Decide whether the employee Notice Period shall stand extended to the extent of the leave you availed of during the Notice Period.

c. If the Company or you have given notice of termination of your employment, the Company may direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.

d. During the Notice Period, you are not eligible for any leave. In case you avail leave; Notice Period will either be considered as Leave Without Pay or will be extended to that effect based on Management's discretion and the calculation of working days will be done accordingly.

e. Notwithstanding anything contained anywhere else, your employment with the Company may be terminated without notice or any salary in lieu thereof if, in the opinion of the Company, you, at any time:
   1) Commit any serious or persistent breach of any of the terms and conditions of this Appointment letter or any of the provisions of the employee handbook or other documents incorporated by reference in this document.
   2) Do or cause to be done any act, deed, matter, or thing adverse to the Company's interests.
   3) Found guilty of any act of misconduct or any willful breach or continuous negligence of the terms of your employment or performance standards of the Company.
   4) In case you are charged with any offense, either criminal or otherwise for fraud, cheating, misrepresentation, or any offense as per applicable law of the land.
   5) are guilty of any misconduct or neglect in the discharge of your duties or exercise of your powers hereunder or otherwise vested in you from time to time.
   6) fail to or neglect to observe and comply fully with all resolutions, regulations, instructions, and directions from time to time made or given to you by the Company. vii. become of unsound mind. viii. If any information furnished by you or representation made by you is found to be incorrect or if any material information is detected by the Company to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions herein.
   7) are convicted of any criminal offense.
   8) Absconding for more than 7 days.

8. Effect of Termination

a. Upon termination of your employment with the Company for any reason, you will:

   1) Hand overcharge to such person or persons as informed to you.
   2) Surrender to HR representative or such specified person all of the Company's property including but not limited to any confidential information, all hardware, software, documents, books, or any other articles of the Company and/or copies thereof belonging to the Company which, under your employment with the Company, may be in your use, occupation, control or possession and must not retain any copies, extracts or reproductions of all or any part of that property or confidential information;

3) You will continue to be bound by your employment obligations to the Company, including the Company's confidential information and intellectual property.
4) You must not make any statements (whether oral or written), to any individual or on any public or private forums (including internet-based social and professional forums) or do anything which might damage the reputation of the Company or interfere with the Company's relationship with its employees, clients, and customers.

b. Without prejudice to the Company's other rights and remedies, the Company will be entitled to deduct from your emoluments the amount of any claims which the Company may have against you either under the terms of your employment or otherwise.

c. Service and Experience Certificate will be issued only if you are serving a defined Notice Period.

d. Remuneration, incentives, and any other dues will not be paid if you are not serving the defined Notice Period.

e. The resignation will be accepted on approval by the Manager.

9. Taxes

You are required to pay your taxes, duties, and statutory dues as per applicable laws. However, if applicable, the Company may deduct Income Tax at source and any other statutory taxes and duties from your earnings/remuneration.

11. Rules & Regulations

You will be governed by the rules and regulations applicable to the employees of the Company, including revisions in such rules as may be effected from time to time. During the continuance of your engagement with us, you shall not be associated, concerned, or interested directly or indirectly in any other occupation, business, or employment whatsoever, but shall devote your whole time, attention, and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

12. Confidentiality

The matters about terms and conditions of your employment including your remuneration are strictly confidential between you and the Company and should be treated as such.

13. Working days

Normal working days are Monday through Friday.

14. Office Timings

General Office hours are 10:00 am to 7:00 pm. SolvFore also offers flexible timings to its employees. Your working hours will be as per the applicable Company Policy. Further, depending on project/work contingencies, workload, and business requirements, at any given time you may be required to work outside these stated hours, including weekends.
You may also be expected to travel to other locations at times outside of your official working hours. The travel expenses will be reimbursed by the Company based on the prevailing Company's policy for reimbursement.

You may at any time be called upon to perform other than your normal duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake these duties with care and diligence.

You agree to work at times that overlap with the Company's global clients/offices as needed.

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15. Leave Details

After employment confirmation, the Employee will be eligible to receive all leave as mentioned in the Leave Policy.
Details on each Leave can be referred to from the Leave Policy.

Holidays: 10 Days per Year as published in the Holiday Calendar

16. Information & Security

The role assigned during your employment with the Company includes the Information Security responsibilities as required by the organization and customer. This includes adhering to and maintaining Information security artifacts as required by the Information Security Policy of the organization and customer.

17. Non-Disclosure Agreement (NDA) & Non-Compete

Every employee joining the company will sign NDA to protect and safeguard the Confidential Information against unauthorized use, publication, or disclosure and to maintain utmost secrecy regarding the affairs of the Employer and shall keep confidential any information, whether written or oral, which relates to internal controls, the computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of the Employer / Company or its Affiliate, or any client, agent, contractor or vendor. Employees shall not disclose the identities and other related information of any of the clients of the Employer. Breach of this provision shall be treated as a gross violation and the employee's services are liable to be terminated without notice.

18. Non-Solicitation

During the period of your services with the Company and thereafter for 2 years, you shall not solicit any employee of the Company directly or indirectly by providing references for employment either for employment or otherwise which would cause a loss of resources to the Company.

19. Non-Publicity

During the tenure of your employment and thereafter, you shall not disclose any Confidential Information including but not limited to designs, drawings, or project plans to any third party without the prior consent of the Company.

20. Company / HR Policies

The detailed descriptions of all the policies are shared with employees, and employees are required to strictly follow the company policies which may be changed/revised at management's discretion.

21. Training

a. Employees need to undergo training and skill up-gradation programs from time to time. Successful completion of evaluations associated with the training program is mandatory. If you fail to clear the evaluation, the Company will have the right to take appropriate action including termination of your services with or without notice.

b. As per the customer requirement or any specified project requirement, the Company is required to upgrade the skills and performance criteria of its employees from time to time.

22. Intellectual Property Rights:

a. You as an Employee, agree to assign to the Company or their contracting partners as the case may be, th entire worldwide rights, title, and interest in any SolvFore's Innovations, Intellectual property rights, and all associated records. SolvFore's Innovations include but are not limited to, processes, machines,

Improvements, Inventions (whether or not protectable under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protectable under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protectable under trade secret laws), and all other subject matter protectable under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software, and designs. SolvFore's innovations are innovations that an employee, solely or jointly with others, conceives, reduces to practice, creates, derives, develops, or makes within the scope of the employee's work for the organization.

b. During your employment or thereafter, you shall perform any acts and execute such documents without expense to you which in the judgment of the Company or its attorneys may be needful.
or desirable to secure to the Company the best patent protection and all the rights to such invention, discovery, or improvement.

23. Confidentiality

a. You are required to be just and faithful to the Company and shall not at any time use disclose or divulge to any third party and shall use your best endeavors to prevent the publication or disclosure of any trade secret or any process or transactions or confidential information related to the Company, its business, clients, customers that may acquire, at any time during your employment to any third party other than to perform assigned work for the benefit of the Company, any information whether written, visual or oral concerning or in respect of the Company or its clients and partners to any person or entity without the prior written consent of the Company.

b. Further you will not give to any third party whether in writing or orally or otherwise any Confidential Information including but not limited to particulars or details of the Company's policy, technical and non-technical information including patent, copyright and proprietary information, technique, sketches, drawings, models, inventions, innovations, knowhow, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, security arrangements, administrative matters, trade secrets, details of clients, suppliers and customers of the Company, and includes, without limitation, the Company's innovations, property and information concerning research, experimental work, development, design details and specifications, engineering, business associations, financial arrangements, transactions, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information which according to the Company are necessarily confidential and form valuable property of the Company or its clients and partners which you acquire during the course of your employment at any time, while in employment or afterwards.

24. Consent Regarding Personal Data

a. This clause relates to the Personal Data that you may be requested to provide in connection with your employment. Personal Data includes any information related to a natural person that is, in combination with other information or otherwise, capable of identifying such person notably including financial information such as Bank account or credit card or debit card or other payment instrument details, physical, physiological and mental health condition, sexual orientation, medical records and history, Biometric information, any information or detail relating to previous employment details, educational qualifications, and criminal record. You hereby understand and consent to the Company, without any reservations, too (i) collect any of your Personal Data or other data from your last employer or through any internal or external agencies appointed for this purpose, (ii) use or process such data in connection with your employment with the Company or
any matters arising from such employment, and (iii) sharing such data with any outside agencies or third parties for verification and validation of this information, processing about employment or matters arising from such employment, or in compliance with the Company's contractual or statutory obligations.

b. You understand that you may withdraw the consent by informing in writing the Company's designated representative for this purpose. You also consent and accept that if such withdrawal of consent affects the purpose for which your Personal Data was sought, the Company reserves the right to take steps as it deems appropriate. You understand that this consent is obtained by the Company to ensure compliance with The Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011, and any successor laws regarding the subject.

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25. Changes in Personal Details

You will notify us of your permanent and present addresses. You will also notify us in writing of any changes to your permanent and present address(s), telephone numbers, marital status, and academic qualifications within 7 days from the date of such change. In case you do not notify us, any communication or notice sent to your address of record will be deemed served upon you.

26. Retirement

The age of retirement from the Company shall be attained of sixty years. The last working day will be the last date of the month in which you attain the age of 60 years. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediately preceding working day.

27. Governing Laws & Arbitration:

a. This letter shall be governed construed and governed by the laws of India and the parties agree to submit to the sole jurisdiction of Pune court.

b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.

28. General Conditions

a. You shall perform any such duties diligently and faithfully as are incidental or implied and consistent with your relevant experience, training, and qualifications or may be reasonably delegated as being in the Company's best interest.

b. The terms and conditions of this Letter, as amended from time to time shall be binding on you.

c. This Letter of Appointment contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any prior and contemporaneous negotiations, correspondence, understandings, and agreements, whether oral or written, respecting that subject matter.

d. Upon acceptance of this Letter of Appointment, it forms the complete and exclusive statement of your employment agreement with the Company. The employment terms in this Letter supersede any other agreements or promises made to you by anyone whether oral or written.

If you agree to accept the terms and conditions of this letter of appointment, please sign a copy of this letter latest by 7-Sep-23, EOD.

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Annexure A

Name	**Pranav Arun Patil**	
Department	**Technology**	
Designation	**Associate Trainee**	
Band		**7**
Earnings	**Monthly**	**Annually**
Basic +DA	15,290	183,480
HRA	10,703	128,436
Flext Allowance	11,233	134,796
Tax Saving Allowances		
Food Card	-	-
LTA	-	-
Monthly Vehicle Running & Maint	-	-
Uniform Allowance	-	-
Mobile Internet Allowance	1,000	12,000
Total Salary(A)	**38,226**	**450,712**
Gratuity @ 4.81% on Basic Salary	736	8,820
Employer's PF Contribution	1,800	21,600
Mediclaim	900	10,800
Maharashtra Labour Welfare Fund	6	72
Total - Statutory Contributions/Deductions(B)	**3,441**	**41,292**
Company Performance Linked Incentive	-	-
Employee Performance Linked Incentive	-	-
Total Incentive (C)	-	-
Total CTC (A+B+C)		**500,004**

Payout subject to Company & Employee performance as per applicable Variable Pay

- You are required to serve SolvFore Pvt. Ltd. For 18 months from your Date of Joining, which is termed a "Service Bond".
- At any point of time during the Service Bond, if you wish to resign from SolvFore you will be required to serve a notice period of 90 days along with payment of 150000/- (Rupees One Lakh Fifty Thousand) as a penalty payment against the ignorance of Service Bond.

Other Benefits

Group Personal Accidental Insurance – Employee will be covered under accidental insurance for Rs. 20,00,000 /-

Mediclaim: Employees will be covered under Group Mediclaim Insurance with limit of Rs. 5,00,000. This is a cashless facility and we will be covering Self, Spouse and 2 children.

Your take-home salary will be comprising deductions of Employees PF, Professional Tax and TDS from your net pay.

Your take-home salary will be comprised of deductions of Employees PF, Professional Tax, and TDS from your net pay.

Note: *Applicable taxes, PF Contributions & any local levies that may be in force will be deducted from your salary. The company will be deducting TDS as per Income tax guidelines.*

SOLVFORE

Yours sincerely,

Ashish Saha
2023.09.07
18:42:09 +05'30'

Authorized Signatory Ashish Saha (MD-SolvFore Pvt. Ltd)

Acceptance

I have read and understood all the terms and conditions contained in this Letter of Appointment. I accept the terms and conditions of this appointment letter and undertake to abide by the same. The foregoing accurately reflects my understanding of the terms and conditions of my employment with the Company, and I agree to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings, or representations in choosing to accept employment with the Company.

I also accept that no other monetary or non-monetary commitments are made, apart from the details mentioned in this Letter of Appointment.

I agree to abide by the rules, regulations, and other Company's policies as applicable, enforced, amended, or altered from time to time during my employment and abide by any agreement entered between myself and the Company.

Dated: 07/09/2023

Name: Pranav Arun Patil

Signature of Applicant: PAPatil

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Letter of Intent (LOI)

Superset ID: 3205441

Date: November 25, 2022

Dear PRANAV ARUN PATIL,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20224032815/Pune
Date: 21/09/2022

Mr. Ram Dnyandeo Patil
A601, "Sai Platina"Near Gk Royale Hills,
Chandrabhaga Corner,
Pune-412101,
Maharashtra.
Tel# 91-8080534171

Dear Ram Dnyandeo Patil,

Sub: Letter of Offer

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

You have been selected for the position of Systems Engineer in Grade C1. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR 7,00,022/- per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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Tata Consultancy Services Limited

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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 INR 15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)
   Your HRA will be INR 7,500/- 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. 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 INR 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.

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Tata Consultancy Services Limited
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4. Personal Allowance
You will be eligible for a monthly personal allowance of INR 17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of INR 4,300/-. 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.

Performance Bonus
Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE
You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE
You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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OTHER BENEFITS

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to INR 6,000/- per insured person per annum and basic hospitalization expenses up to INR 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 INR 12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR 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.

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

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

RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. **Probation Period**
   You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

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

5. **Mobility**
   TCSL reserves the right to transfer you to 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 probation 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.

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9. Confidentiality Agreement

As part of your acceptance of this offer 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 your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

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

11. 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 Agreements and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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. 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.

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.

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Tata Consultancy Services Limited
Regd. Office: General Block 1, Bldg. No. 2, Plot No. 2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune 411057
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Tel: 91 20 6608 9999 Fax: 91 20 6608 9898 Website: www.tcs.com

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

I. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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 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.

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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 probation/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)
- 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

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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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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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 A 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. A 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.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET

Annexure 1

Name	Ram Dayandeo Patil
Designation	Systems Engineer
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,000
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 80,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** For NIC - Note that Rs. 7500 if the employee is Single. If the employee is married or married with Children then Rs. 3,500/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Annexure 2

Ahmedabad TCS XPress Lead Tata Consultancy Services, Sigma Park,UNITS SEZ,Plot # 43, Ahmedabad - 382481	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 3, Plot 42, Three sarjapur Electronic City Private H, Bangalore - 560100,Karnataka
BHUBANESHWAR TCS XPress Lead Tata Consultancy Services, Training Lab Wings - Ground, 1st Floor, Annexe Bldg, Tata Consultancy Services Limited,(UNIT-II - BHUBANESWAR, STATES SPECIAL ECONOMIC ZONE(SEZ),PLOT No. 25, CHANDAKA INDUSTRIAL ESTATE, PARR, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, Unit-I-2B, Rayalaseema Nagar, Old Mahabalipuram Rd, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XPress Lead Tata Consultancy Services, Block C, Giga Complex, NH8 Gurgaon, Gurgaon - Faridabad Road, Sector-Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Sector-62, Ist to 5th Floor & 10th Floor, Glass Enclave Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XPress Lead Tata Consultancy Services, 5th Floor, NEDFi House,GS. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Kondhrenguda, Hyderabad
INDORE TCS XPress Lead Tata Consultancy Services, PLANET-56, Scheme No. 54 & 78/1, Super Corridor, Village Jagatpur,Sanwer & Dada Dangarda, Tehsil Hatod, Indore - 452010, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Godrej IT Building, 2nd floor, Plot - IIF/12 (New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium, 2nd Floor, Plot no-5, Block-EP, Sector-V, Salt Lake City - 700091
KOCHI TCS XPress Lead Tata Consultancy Services, TCS centre, Infopark Road 1, Infopark Campus, Kakkanad, Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra 400606
NAGPUR TCS XPress Lead Tata Consultancy Services Limited, Infinity Park, Nagpur, Kalmana, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. D-8, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XPress Lead Tata Consultancy Services, Deepak Park, Technopark Campus,Kariyavattom P.O, Trivandrum - 695581, Kerala	

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Regd. Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021, India
Telephone: 91 22 6778 9595 Fax: 91 22 6778 9660 Website: www.tcs.com
Registered Office and Address for Correspondence: Yantra Park, Pokharan Road No. 2, Thane (W) 400 606
TCS Corporate Identity Number: L22210MH1995PLC084781

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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Tata Consultancy Services Limited
Mayfair Towers, Ground Floor, Plot No. 1(SP-1/2), Block-A, IT-IS (SEZ), Rajiv Gandhi Infotech Park, Hinjawadi, Pune-411 057 (Maharashtra)
Telephone: 91 (020) 6703 5555 Fax: 91 (020) 6703 5000 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Group Service Line: 1800 209 3111 Email: corporate@tcs.com

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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10. Equitable Rights

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

11. General

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
[illegible]
[illegible]
[illegible]

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TATA

(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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]

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Sandeep Gajar <stgajar@aissmscoe.com>

Fwd: BYJU'S Offer Mail - Congratulations! :)

1 message

Nitin Mawale <npmawale@aissmscoe.com> Mon, Aug 21, 2023 at 11:18 AM
To: Vrushali Deshmukh <vvdeshmukh@aissmscoe.com>, Santosh Dhekale <sbdhekale@aissmscoe.com>, Sandeep Gajar <stgajar@aissmscoe.com>
Cc: Head Electronics <entc.hod@aissmscoe.com>

---------- Forwarded message ---------
From: **Rohit There** <rohitthere7@gmail.com>
Date: Mon, Aug 21, 2023, 11:15 AM
Subject: Fwd: BYJU'S Offer Mail - Congratulations! :)
To: <npmawale@aissmscoe.com>

---------- Forwarded message ---------
From: **Byjus Campus** <campus@byjus.com>
Date: Tue, 23 May 2023 at 12:27 PM
Subject: BYJU'S Offer Mail - Congratulations! :)
To:

Hi,

Congratulations!!!

We would like to thank you for your efforts and time over the last couple of weeks.We have been impressed by the value and impact you would have at Byjus.

We are pleased to offer you the job of **Inside Sales BDA** at Byjus.

BYJU'S onboarding will tentatively begin by June (2023). Your joining date will be decided based upon your course completion. BYJU'S team will connect you 2 or 3 weeks prior to your joining date.

Note : Offer letters will be released only a week prior to your joining date hence we request you to consider this mail as reference for your offer confirmation for the time being.

Please reach out to us for any clarifications. Team Byjus looks forward to welcoming you!

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

(64)

BRISTLECONE

A Mahindra™ Group Company

NIRAJ NAMDEV SABALE

Emp. No: **64012**

Blood Group: **A+ve**

3th Floor, Binarius, Deepak Complex,
Airport Road, Opp. Golf Course,
Yerwada, Pune 411 006.

Tel.: +91-20-6623 0000

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(64)

Oct 18, 2022

Dear Niraj Namdev Sabale,

Welcome to Bristleconel

I am pleased to know that you are joining us as **Associate Data Engineer**. As you might know, your role is crucial in helping us achieve the goals of your Department and the Company. I am confident that your knowledge & skills will support you in your new professional endeavour with Bristlecone.

As you transition into your new role at Bristlecone, we are all here to extend the support you may need. Do not hesitate to reach out to your Talent Acquisition Partner should you have questions or comments.

I am looking forward to your success here at Bristlecone. Enclosed, you will find documents related to your employment with us.

Warm regards,

Lisa Lesko

Lisa Lesko
Chief People Officer

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BRISTLECONE

A Mahindra Group Company

SAUMYA

Emp. No: **64096**

Blood Group: **O+ve**

4th Floor, Binanus, Deepak Complex,
Airport Road, Opp. Golf Course,
Yerwada, Pune 411 006

Tel.: +91 20 6623 8880

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AY. 2022-23

66

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5th Floor, Brigade, Deepak Complex
Opposite Car Square, Airport Road
Yerwada, Pune - 411 006, Maharashtra
P: +91 20 6623 8800 | F: +91 20 6623 8899

Oct 18, 2022

Dear Saumya,

Welcome to Bristlecone!

I am pleased to know that you are joining us as **Associate Data Engineer**. As you might know, your role is crucial in helping us achieve the goals of your Department and the Company. I am confident that your knowledge & skills will support you in your new professional endeavour with Bristlecone.

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I am looking forward to your success here at Bristlecone. Enclosed, you will find documents related to your employment with us.

Warm regards,

Lisa Lesko

Lisa Lesko
Chief People Officer

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Oct 18, 2022

Dear Saumya,

Welcome to Bristlecone!

I am pleased to know that you are joining us as **Associate Data Engineer**. As you might know, your role is crucial in helping us achieve the goals of your Department and the Company. I am confident that your knowledge & skills will support you in your new professional endeavour with Bristlecone.

As you transition into your new role at Bristlecone, we are all here to extend the support you may need. Do not hesitate to reach out to your Talent Acquisition Partner should you have questions or comments.

I am looking forward to your success here at Bristlecone. Enclosed, you will find documents related to your employment with us.

Warm regards,

Lisa Lesko

Lisa Lesko
Chief People Officer

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Saumya
#43-44 Minarwa house, Mahaveer Colony, Bedla Link Road, Near Syphon Chauraha,
Udaipur, Rajasthan
Tel: +916378343206

Sub: APPOINTMENT LETTER

Dear Saumya,

Congratulations! We are delighted to make you an offer as **Associate Data Engineer** at **Associate (AC)** level for Sub Studio **Data Engineering and BI** (**Data Engineering** track) in our organization.

Joining Date:
Your scheduled date of employment with us will be **"2023-07-04-07:00"**. You are requested to report to office at 10:00 AM on the day of your joining.

Your compensation details are attached in Salary Sheet

1. (a) Your place of operation will be **"Pune"** at the time of joining the organization. However, depending on the project / work where your involvement is continuously required, you may be transferred to any of our other offices, project locations, group companies, client locations, etc. or for deputation to any organization, to be posted at any of their offices, project locations, divisions, departments, etc. at anytime, anywhere in India or abroad. In the event of such a transfer / deputation, details of the terms and conditions will be communicated to you.

   (b) The working hours applicable to you will be the same as observed depending upon your place of posting and can be amended from time to time. You might be required to work in any shift, based on the Company's / client's work requirements.

   (c) At any time during your employment with the company, the company is entitled to terminate your employment without notice, if the information provided by you during the selection process is found to be incorrect.

2. (a) The salary structure of the Company may be altered / modified at the discretion of the management, having regards to market and business needs. Further, salary, allowances and all other payments / benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

   (b) Your remuneration package is strictly confidential between you and the Company and should be so maintained.

   (c) Your remuneration package will be reviewed as per the Company's practice and any increase will depend on the Company's performance and your performance.

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3. Resignation / Termination / Notice Period from Services:

(a) Either you or the company may terminate your employment upon giving ninety (90) days' written notice. The company may however terminate your employment by giving you salary in lieu of notice. The Company may also terminate your employment with immediate effect for any misconduct.

(b) Notice Period:

When an employee resigns voluntarily, you are expected to serve 90 days' notice period from the date entered in Workday.

(c) Integrity / Disciplinary Issues: An employee will be released from the organization with immediate effect on account of misconduct, integrity or for any other disciplinary issues.

(d) If you exit within 18 months from your date of joining the Company, the amount paid to you as joining bonus, relocation expenses, and notice pay buyout (as applicable) at the time of your joining will be recovered by the Company in Full and Final settlement as per the policy.

(e) Full and Final Settlement (F&F):

Employee will receive their Resignation Acceptance and Experience Letter on his / her Last Working Day, on receiving clearance from all internal departments. Full and Final Settlement of the employee takes place within 45 days of the employee's Last Working Day (Settlement period). Once communicated by Bristlecone any dues in the Full and Final settlement recoverable from employee shall be settled within 15 days from the settlement period. Failure to settle the dues may result in appropriate legal action and Relieving letter and background verification will be held till all dues are settled.

4. The age of Retirement is sixty years. The company will be registering your date of birth as per the documents provided by you i.e. PAN Card / Passport / Identity Card at the time of joining.

5. You will be liable for any losses suffered by the Company, due to your negligence, misconduct, willful insubordination or inefficiency. In all or any of such cases your services may get terminated without any notice period.

6. As per the Company's rules you cannot undertake any employment anywhere else, even on part-time basis whether for any consideration or not. Non-compliance to this will lead to termination of your services by the Company without any notice period, with no liability on the part of the Company for payment of any compensation in lieu of such notice. You must not be, involved or concerned with or provide service to any other entity, company or person whilst employed by the Company without the prior written consent of the Company. Unless specifically authorized in writing by the Company, the Employee agrees that he / she will not enter any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. The Employee shall also not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

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7. The Company rules pertaining to matters such as mentioned above but not limited to designation, working hours, etc. are subject to change without any prior notice.

8. Your address given in the application form will be deemed to be correct for the purpose of sending any communication to you. Any change in your address must be informed to the People & Culture team in writing about the same within 7 days failing which any communication sent to your last recorded address will be deemed to have been, dully served upon you.

9. You will be governed by the Company's rules, regulations and practices as intimated / published in intranet from time to time in respect of matters not covered by this letter of appointment. Company's decisions on all such matters shall be final and binding on you.

   You will be governed by the Code of Conduct and policies as published on the intranet of the Company. Any changes will be intimated to you on a periodic basis and you are expected to keep yourself updated by visiting the site regularly. The employee's employment with the Company shall be in accordance with the terms and conditions set forth in this Agreement and in accordance with the Company Policies as may be amended from time to time and such other policies as may be made applicable to the Employee from time to time.

10. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company will be entitled to terminate your services without any notice or obligation

11. Conflict of Interest and Confidentiality.

   (a) You must not at any time whilst you are an employee of the Company (except so far as is required for the proper performance of your duties) nor after your employment with the Company has ended communicate or divulge to any person ("person" shall include a firm or company or other body) or make use of or permit any other person to make use of for your own or any other person's benefit any trade secrets or other Confidential Information relating to the Company or any Group Company and any of its or their respective business interests or customers or clients.

   (b) For the purposes of paragraph 11(a), "Confidential Information" shall include trade secrets; customer / client / supplier lists, contact details of clients, customers and suppliers and individuals within those organizations; technical information, know-how, research and development; financial projections, target details and accounts; fee levels, pricing policies, commissions and commission charges; budgets, forecasts, reports, interpretations, records and corporate and business plans; planned products and services; marketing and advertising plans, requirements and materials, marketing surveys and research reports; market share and pricing statistics; and computer software and passwords. All such information which is not in the public domain shall be deemed to be confidential.

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(c) During your employment with the Company, you may not provide services or advice to any competitor organization which is involved in a commercial negotiation of any kind in which the Company is also participating.

(d) During the Term of employment and always thereafter, Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are likely to cause damage to any such entity or person.

(e) The Employee will comply with, and do all things necessary to permit the Company to safeguard its Confidential Information and he / she shall promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information.

12. NDA: Code of Conduct:

(a) In the interest of securing the proprietary information and confidentiality of the Organization, it is mandatory for each employee to sign the "Bristlecone Code of Conduct" during employment. Any employee who is found not abiding to the code of conduct would be held responsible for breach of the same and appropriate disciplinary action would be taken against this.

(b) All information pertaining to Compensation and Benefits are treated as confidential. Employees are expected not to share details regarding the same with any other internal or external person. Any such information that needs to be shared by any employee can be done with prior authorization of Head of Total Rewards.

(c) Employees who leave Bristlecone are required not to share any information pertaining to the organization, or any of the business entities Bristlecone operates with. All databases, equipment provided to employee are the property of Bristlecone and any kind of practice which results in bringing damage to the organization will not be favorably viewed. The employees will be liable to compensate for the damage, which may result due to such practices.

13. Non-Solicitation and Non-Compete

(a) Any employee working for a competitor, upon termination or resignation, should not gain competitive advantage by abusing confidential information about Bristlecone's trade secrets or sensitive information such as customer / client lists, business practices, upcoming products and marketing plans.

(b) The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of 12 months following the date of termination of Employee's employment with the Company for any reason, the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

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(i) Solicit and / or attempt to solicit employment of or advise any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation or any person or organization providing services to or through Company and / or its Affiliates to terminate his or her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or

(ii) Contact and / or attempt to contact any of the existing or prospective clients or customers (i.e. any person or organization with whom the Company and / or its Affiliates is in advanced stages of exploring a professional or business relationship) of the Company and / or its Affiliates to entice such clients or customers away from the Company and / or its Affiliates or to damage in any way their business relationship with the Company and / or its Affiliates or for the provision of substantially the same services provided to such clients by the Company and / or its Affiliates; or

(iii) Solicit and / or attempt to solicit or undertake employment with any client / customer of the Company and / or its Affiliates or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; or

(iv) Enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the Term of employment or (iii) it is obvious to the Employee; or

(v) Sell, supply, market or distribute any products or services similar to or competing with the Business.

14. IT Policy

(a) Prohibited Use - The Bristlecone email system shall not be used for the creation or distribution of any disruptive or offensive messages, including offensive comments about race, gender, hair color, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Employees who receive any emails with this content from any Bristlecone employee should report the matter to their supervisor immediately. Employees may not forward any documents to their personal accounts. All auto-forward messages should be removed from the personal profiles.

(b) Personal Use - Using a reasonable amount of Bristlecone resources for personal emails is acceptable, but non-work related email shall be saved in a separate folder from work related email. Sending non-business related multimedia, pictures larger than ½ MB etc., chain letters or joke emails from a Bristlecone email account is prohibited. Mass mailings from Bristlecone must be approved by Director - IT before sending. These restrictions are also applicable if you forward any email received from Bristlecone employee.

(c) Diligent Use: You are expected to handle Bristlecone assets with due care and will be held accountable for any damage incurred to the allocated equipment. This damage may be during regular use or due to negligence or mishandling. In the event of any damage, penalty may be applicable as per the company asset policy.

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(d) Asset Return: All company assets are to be maintained in line with clause 14 (a,b,c) and are to be returned to Bristlecone's IT department at the time of employee's exit. Non-submission of assets would warrant recovery, as per the company asset policy.

15. Intellectual Property

(a) Any discovery, invention, secret process, improvement in procedure, trade mark, design or copyright work that you make, discover or produce in the course of your employment in connection with or in any way affecting or relating to, or capable of being used or adapted for use in connection with, the business of the Company or any Group Company shall immediately be disclosed to the Company and shall belong to and be the absolute property of the Company or such Group Company as the Company may nominate for that purpose. You will (at the request and reasonable expense of the Company) sign all such documents and perform all such acts as may be required to fully vest all such rights in the Company (or its nominee).

(b) You waive irrevocably all Moral Rights in any works produced during your employment in which copyright is vested in the Company or any Group Company whether by virtue of this paragraph 15 or otherwise.

(c) You acknowledge that the extent, if any, of the protection sought in relation to the matters referred to in paragraph 15(a) shall be decided by the Company in its sole and absolute discretion and that accordingly you will not (whether during or after this employment) apply or join in applying for any patent, registered design, trademark or other equivalent protection without the prior written approval of the Company.

16. If the terms and conditions offered herein are acceptable to you, please return the duplicate copy of this letter to the undersigned, duly executed by you by appending your signature on the last page and initials on the remaining pages.

17. Background Checks:

Bristlecone mandates you to go through Background checks. These checks verify previous employment, education qualifications, court / criminal check and addresses of every employee. You are required to provide all documents requested by Bristlecone or any agency that Bristlecone appoints for running these checks. Background check documents need to be provided within 5 days of joining the company failing which the Company is entitled to take disciplinary action including termination of the employment agreement. In an event, the employee / candidate is unable to clear the background check, the company retains the right to withdraw the offer / terminate employment.

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As a token of your acceptance of all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer and confirm to us your date of joining by a return email.

We welcome you to the Bristlecone family and wish you a successful career with us.

Yours Faithfully,
Bristlecone India Limited

Lisa Lesko

Lisa Lesko
Chief People Officer

Date of Joining_____

Saumya

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Salary Sheet

Saumya
Designation: Associate Data Engineer
Sub Studio: Data Engineering and BI

Effective from the date of your reporting for duties, you will be eligible for salary, allowances, and other benefits as under:

Salary Components		Amount (Rs. per annum)
1. **Basic Salary**		216000
2. **Flexible Pay:**	H.R.A, LTA, Child Education Allowance, Meal Allowance, Telephone/Broadband Reimbursement, Books & Periodicals, Car Fuel and Maintenance Reimbursement, Driver's salary, Supplementary Allowance	201090
3. **Statutory Bonus**	@10% of Basic Salary	21600
4. **Provident Fund**	@ 12% of Basic Salary	25920
5. **Gratuity**	@ 4.81% of Basic Salary	10390
6. **Total Compensation(1+2+3+4+5)**		475000

**** Variable Pay (as applicable) is paid annually as per company policy based on organization & individual performance. Employees who are on Bristlecone payroll by 31-Dec are eligible for variable pay in current FY, pro-rated based on eligible tenure.***

**Over and above the committed Fixed CTC, company provides Mediclaim Insurance coverage for a sum insured amount of Rs. 600000/- per annum as a family floater for self, spouse and 2 children. Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis.

***Also, the company provides coverage under Group Personal Accident (GPA) and Group Term Life (GTL) Insurance as per company's policy.

****Bristlecone will provide for reimbursement towards your notice period recovery (full taxable) in the previous organization to the extent of proofs submitted by you. This amount will be recovered from you if you leave Bristlecone within 18 months from the date of joining. This will be payable if you are eligible and have written approval from the Talent Acquisition Team before your joining.

*****Bristlecone will offer reimbursement towards relocation expenses on household goods and one-way economy class tickets for you and your immediate family (spouse and children). Additionally, you will be provided company accommodation and conveyance reimbursement for up to 15 days at your assigned Base Location, subject to prior

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approval from Talent Acquisition Team at Bristlecone. Reimbursement towards household goods will be based on prior approval and the same should be claimed within 15 days of joining. The amount paid towards household goods will be subject to existing policies and needs to be supported with actuals invoices for reimbursement purposes. For more details kindly check our relocation policy before claiming. Reimbursement will be as per existing Relocation Policy. This amount would be recovered if you leave the organization within 18 months from your date of joining.

Bristlecone India Limited

Lisa Lesko

Lisa Lesko
Chief People Officer

Offer Accepted/Date of Joining:_____

Saumya

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AGREEMENT OF ACCEPTANCE

This Letter of Acceptance is executed by and between Bristlecone India Ltd (hereinafter referred to as the "Company"), and "Saumya", an Indian inhabitant residing at#43-44 Minarwa house, Mahaveer Colony, Bedla Link Road, Near Syphon Chauraha, hereinafter referred to as the "Acceptor")

Whereas:

1. **The Acceptor has communicated his / her interest in receiving employment with the Company vide dated 18-Oct-2022.**
2. **The Company issued a Letter of Offer to the Acceptor dated 18-Oct-2022, offering him / her employment with the Company.**

By signing this Agreement of Acceptance, the Acceptor agrees to the following:

1. The Acceptor has accepted Employment with the Company on terms and conditions prescribed in the Letter of Offer.
2. The acceptor agrees to submit a copy of the letter of resignation to his / her present organization of employment to the company within a period of 2 days from the date of this Agreement.
3. The Acceptor agrees and confirms that his / her the date of joining the Company is **2023-07-04-07:00.**

Signed:
Lisa Lesko

For the Company: Bristlecone India Limited
Lisa Lesko
Chief People Officer

Acceptor:
Saumya

Date:
Location:

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CHECKLIST OF DOCUMENTS / ITEMS TO BE SUBMITTED AT THE TIME OF JOINING

1. Copies of Graduation / Post-Graduation (Degree) certificates and all other qualifications
2. Copies of service certificates from all your previous employers (Actual dates of employment must be specified)
3. Relieving letter and Service Certificate from your present employer
4. Soft copy of colored passport size photographs (with white background)
5. Copies of the passport sheets (All sheets wherever any entries were made), particularly the following:
   a) Passport number, Date and Place of Issue
   b) Due date of expiry of the passport
   c) Name, date of birth, photograph, address
   d) Stamps / entries reg. issue of visa / work permit / entry permit by any country (Including refusal)
   e) Emigration Check Not Required Stamp
6. PAN Card Copy
7. Aadhar Card Copy

Name: Saumya

Emp No: _____

Signature:

Date:

Registered Office: Gateway Building, Apollo Bunder, Mumbai – 400 001, India
CIN: U30007MH1991PLC064368
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Ayush Shelke 68

LTI
Let's Solve

Celebrating 25 LTI

Dear Candidate,

We value your decision to consider this offer of employment from LTI. We look forward to our association and are firmly committed to creating a successful career for you.

Through this letter, we wish to draw your attention to an exciting corporate announcement about LTI. As you may be aware, L&T Group has a majority holding in both LTI and Mindtree. To bring in better coordination, synergy value, and enhanced customer benefits, the Boards of LTI and Mindtree have agreed to initiate merger proceedings between the two entities. The proposed merger will see both the organizations join strengths to create an IT services provider exceeding $3.5 Bn.

The combined entity will be called **LTIMindtree** leveraging the advantages of both the brands and creating value for all stakeholders. This merger will create a more distinctive employee value proposition, through a stronger portfolio across verticals, creating opportunities for employees to take on exciting, new projects and reach greater heights in their career with LTI.

This transaction is subject to shareholder and regulatory approvals, and the formal integration process will begin after the regulatory clearances are obtained, after which you will be an employee of **LTIMindtree (merged entity).** Until then, LTI and Mindtree will continue to operate as independent companies.

We are excited about synergies that this merger between LTI and Mindtree offers to all its stakeholders. When you join LTI, you will be a part of a dynamic workforce driven by a culture of innovation and growth.

We look forward to welcoming you onboard.

Regards,

Manoj Shikarkhane

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Manoj Shikarkhane
Chief Human Resources Officer

A.Y. 2022-23

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TATA

TATA COMMUNICATIONS

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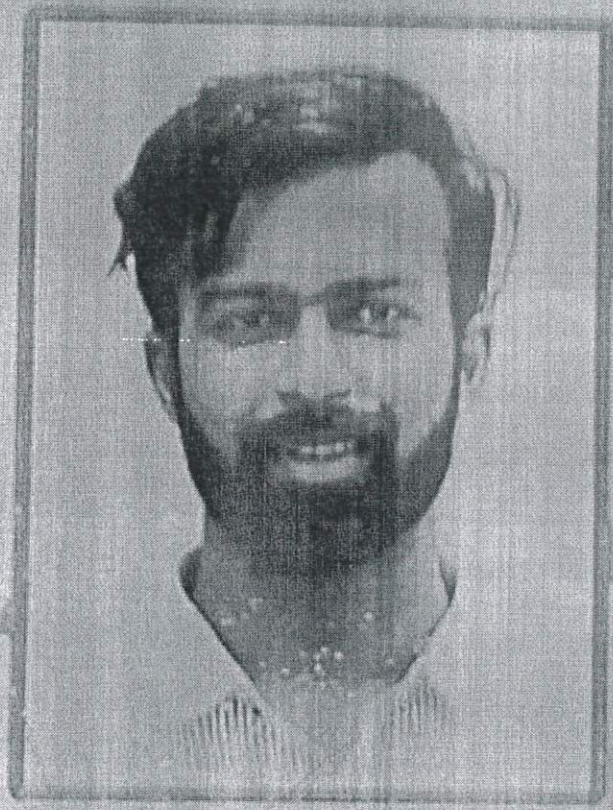

PRATHAMESH VISHWAS

EMPLOYEE CODE : 6051292

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HR-SSC/Offer/22-23/305318

16-Nov-2022

Prathamesh Devidas Vishwas
Pune

Dear Prathamesh,

We are pleased to offer you the position of Engineer - Service Assurance at B2-1 band. Your base location will be Pune-Dighi with effect from your joining date i.e. 17-Jul-2023. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details of the schedule prior to your joining date.

Your point of contact for any recruitment related queries will be "Megha Rathi". You can drop an e-mail at "Megha.Rathi@contractor.tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Limited and invite you to participate in the enriching experience of building a world-class organization.

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Your annualized compensation package will be INR 770000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INR)
Basic	308000
Annual Allowances	348040
Provident Fund	36960
Annual Bonus Plan	77000

In view of the New Wage Code announced by the government, the compensation structure is likely to change in FY22. When the final rules are notified by the government, some of the items within OTE might increase/ decrease accordingly.

The compensation being offered to you relates to the specific job position you are being offered in this letter. Please note that if, during the course of your employment with Tata Communications, you are offered and accept a different job role through the internal job transfer program or otherwise, the compensation associated with that job role may be different in amount and/or structure. You will be advised of any such difference at the time you are offered any other job role within Tata Communications.

Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Annual Bonus Plan: You will be entitled for Annual Bonus Plan, as applicable. The eligibility and other guidelines as per the plan will apply to you. The applicability of a plan may change with any change in your role in the Company. You will have access to the plan document after your joining.

Depending upon the applicable plan, the actual amount payable may vary, based on your performance and other parameters. This amount includes the bonus payable under the provisions of the Payment of Bonus Act, 1965, as amended, wherever applicable.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Sodexo Meal Vouchers
- Leave Travel Assistance
- Vehicle Running Expenses
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance: Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organisation/Projects, which will be intimated to you on time to time basis, during your employment with company.

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Annexure I
Terms and conditions

1. Your grade/band and designation will be as per details mentioned in this letter. However, it may be noted that designations,job grades/bands could change from time to time depending on Company requirements and in accordance with HR policies.

2. The Company may transfer you across function / location / affiliates as per its business requirements. You may be required to work on matters pertaining to the Company and /or its affiliates, as decided and communicated by the Company from time to time.

3. As per guidelines from the Government of India, it is mandatory for an organization to maintain KYC documents of all its employees including the new joiners for statutory compliances. Hence you are requested to provide a copy of your valid Aadhar card to Tata Communications at the time of Onboarding. Please note, it is mandatory for personal details as per Aadhar card (like name, date of birth (DD/MM/YYYY) & gender) to match with earlier UAN. In case this is your first employment, please ensure you possess a valid Aadhar card. Also, please ensure all the details mentioned on the Aadhar Card are correct. If there is any mismatch in Aadhar details, please share the corrected copy of Aadhar Card.

4. Your probation period will be for period of 6 months or such longer period as may be extended by the Company in its sole discretion, based on your conduct and performance. You will be duly notified of any such extension. In the absence of such notification from the Company within 30 days from the end of such 6 months period, you will be deemed to be confirmed.

5. You shall be governed by the Company's policies, rules and regulations as applicable from time to time and shall carry out the roles and responsibilities assigned to you by the Company and /or its affiliates. We expect that you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You agree that, during the course of employment with the Company, you will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, whether for gainful purpose or otherwise. You shall not be entitled to assign your duties, responsibilities and obligations under this offer letter to any other person.

6. In the course of your employment, you would be privy to Confidential Information (as defined below), which may have been entrusted or other-wise become known to you. All Confidential Information is deemed to be the property of the Company and /or its affiliates or their respective licensors (as the case may be). Any Confidential Information must not be disclosed during or any time after this employment to any third party without prior written consent of the Company. During and after the course of your employment, you shall not remove from the Company's premises, any documents, records, files, papers, correspondence, computer printouts, computer programs, computer software, microfilm, or other similar documents containing Confidential Information, including copies thereof, whether prepared by you or others, except as required in the performance of your duties, and in such cases, you shall promptly return such items to the Company. After the course of your employment with the Company or at any time as required by the Company, all such items including summaries or copies thereof, then in your possession, shall be returned to the Company immediately. You hereby agree that the return of such items shall be a condition precedent to you receiving, upon termination of your employment or at any time thereafter, any compensation or other amounts due to you from the Company. By accepting this offer, you also undertake to indemnify the Company and its affiliates from any loss or damage

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arising from any breach of these terms and conditions by you.

For the purposes of this offer letter, 'Confidential Information' includes, without limitation: (a) the contents of this offer letter; (b) any financial, business, planning, operations, services, potential services, products or potential products, including business plans, budgets and projections of the Company or its affiliates; (c) technical information, know-how, software specifications, information technology, infrastructure and intellectual property of the Company or its affiliates; (d) purchasing, marketing, sales, personnel or supplier data or other information of the Company or its affiliates; (e) any papers, data, records, processes, methods, techniques, systems, models, samples, devices,equipment, compilations, invoices, customer lists, research reports or documents of the Company or its affiliates; (f) any confidential information or trade secrets of any third party provided to the Company or its affiliates in confidence or subject to restrictions or limitations on use or disclosure; and (g) any other sensitive and commercially valuable information of the Company or its affiliates.

7. Your joining will be subject to successful clearance of background verification to our satisfaction. The background verification will include but not limited to Education and prior employments. Your current employment verification will start after your joining. Further, your employment with Tata Communications is subject to successful clearance of background verification to our satisfaction. You hereby give your consent to the Company to undertake background checks either on its own or through its authorized representatives to verify the contents of your application, including previous employment and academic qualifications, and for the said purpose you hereby consent and authorize the Company to disclose the contents of your application to the aforesaid persons. You agree to undergo and comply with certain intervening process compliances as required by the Company prior to your date of joining the Company failing which the Company reserves the right to terminate and or withdraw this offer letter.

   In case any information or details provided by you is found to be untrue or incorrect or your background check not being positive to the Company's satisfaction, or in the event that any of your actions result in a violation of the Code (defined below), this letter (along with any supplementary letters or documents in relation thereto) and or your services (as applicable) will be liable to termination with immediate effect (without any notice or payment in lieu thereof).

8. On your joining you will be handed over a copy of the Company's Code of Conduct ('Code') and you will be required to sign your acceptance of the same.

9. (a) The Company may terminate this appointment by giving you one month's notice or basic monthly salary in lieu of the said notice period during the probation period; or following confirmation, three months' notice; or basic salary in lieu of the said notice period.

   (b) You may terminate this appointment by giving one month's notice or basic monthly salary (along with the GST (as applicable) thereon) in lieu of the said notice period during the probation period; or following confirmation three months' notice or basic salary in lieu of the short fall in notice period, along with the service tax, as applicable thereon, provided you have served at least 2 months' notice in case of the latter;

   Upon the termination of your employment with the Company, or at the request of the Company any time prior to termination, you shall return to the Company, or destroy, as may be directed by the Company, all Company property and documents, including notes, memoranda, correspondence and other documents containing any Confidential Information, Inventions (as defined below) and intellectual property rights, on whatever media and wherever located. You shall not retain copies of any Confidential Information, Inventions or other material without the ›any's prior written consent.

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You shall not, at any time after the termination of your employment, present or hold yourself out as being in any way connected with or interested in the Company or in the business of the Company, or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning the Company or any of its directors, employees, officers, shareholders, agents, consultants or advisors.

10. **Other Benefits:**

Group Mediclaim Policy: An employee would be covered under group Mediclaim policy from his/her date of joining. It includes employee, his/her spouse, 2 dependent children up to 25 years of age. Further, you may opt to cover parents and/or parent in-laws for which applicable premium rates shall be borne by you. Please refer to the company's Group Health Insurance Policy for more details.

You acknowledge and agree that your (a) acceptance to the Code; and (b) successful completion of various mandatory training courses allocated to you by the Company from time to time during the tenure of your employment; both to the satisfaction of the Company, are material conditions amongst other terms of your employment with the Company. Therefore, payment of your eligible variable pay/bonus/incentives (if any) shall be subject to your compliance with conditions mentioned in (a) and (b) above. Company may, in its discretion, withhold such payment until and unless you comply with such material conditions of your employment to the Company's satisfaction.

The benefits mentioned above are governed by the Company policies, rules and regulations and it can be amended, altered and modified from time to time. You agree to keep your remuneration details confidential and not disclose them to any person without the prior written consent of the Company.

11. **Relocation:** In the event of your separation from the services of the company within 12 months if any relocation expenses paid will be recovered as part of the full and final settlement.

12. **Intellectual Property** 1. You hereby recognize and agree that all ideas, processes, methods, know-how, inventions, enhancements, plans, writings, work results and other developments or improvements (the 'Inventions') conceived of by you, alone or with others, during the term of your employment with the Company, whether or not during working hours, shall be the sole and exclusive property of the Company. You further agree that you shall promptly disclose all Inventions to the Company. You hereby waive and assign to the Company without charge all present and future rights that you have or may have in those Inventions, including without limitation any patents, copyrights, trademarks, industrial property rights, the right to be named and other intellectual property rights or applications in respect thereof. At the request of, and without charge to, the Company, you shall do all things deemed by the Company to be reasonably necessary to perfect title to the Inventions in favour of the Company and to assist in obtaining for the Company such patents, copyrights, trademarks or other protection as may be available under applicable law and deemed desirable by the Company, including but not limited to executing and signing any and all relevant applications, deeds of assignments or other instruments. In addition, you shall make it possible for the Company and its successors and assignees to receive the full and exclusive usage and advantages of the working results.
2. You are obliged to prepare a reasonable documentation of your Inventions, whether they are patentable or protectable by copyright, and you are obliged to keep them updated. Such documentation shall be made accessible at any time to the Company, and the property therein is to be transferred to the Company. pursuant to clause 12.1
3. In respect of the fulfilment of the obligations or any other activity in connection with the transfer

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of rights under or in connection with this agreement, you shall not receive any further remuneration other or in addition to what is stipulated under this letter and appraisal (if any) during the employment relationship. Only such costs will be reimbursed or paid, as the case may be, that were incurred at the demand of the Company.

4. Any utilization of Inventions shall be deemed to be compensated by way of payment of remuneration to you as stipulated under this letter. You shall not be entitled to any special inventor's bonus/payouts.

5. You further covenant with the Company that you shall not, at any time after termination of your employment with the Company, use or procure the use in any manner whatsoever of any registered or unregistered trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates used prior to or as of the date of termination of your employment by the Company, or deceptively similar to or liable to be confused with such trademarks, service marks, trade designs, logos or other devices of the Company and/or its affiliates.

13. **Taxation:** It shall be your responsibility to meet all requirements under the income tax laws, including tax compliance and filing of tax returns, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct applicable taxes at source from your salary, in accordance with prevailing laws of India.

14. **Governing Law and Jurisdiction:** This agreement is governed by and construed in accordance with the laws of India and is subject to the jurisdiction of the Courts at Mumbai.

15. **Foreign Nationals** 1. In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Tata Communications or its affiliates.

2. You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Tata Communications shall be at liberty to demand copies / originals of such permission and you shall be under obligation to provide the same.

3. It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Tata Communications and/or its affiliates. Any time after the execution of this Offer, if it is found that you do not have required work permit / visa, Tata Communications India and/or its affiliates shall terminate your employment, without notice, with immediate effect, without any liability towards you.

4. In case of any change in your nationality during the course of your employment you shall be under obligation to notify the same to the company, and the said change in your nationality may lead to revision in employment conditions including but not limited to compensation.

16. If any time during your employment you owe any amount to Tata Communications or its affiliates, Tata Communications and/or its affiliates has the right to deduct from your pay/salary any sums which you may owe, including without limitation, any over-payments or loans made to you by Tata Communications and/or its affiliates or any demand raised by any judicial authority.

17. **All statutory benefits like PF, Gratuity etc shall be governed as per the prevailing rules notified by Government of India. Such amount shall be adjusted/deducted from your monthly/periodic payouts and may impact the net take home accordingly**

18. Non-Solicitation

You acknowledge that Tata Communications will be expending considerable time and resources in training you to enable and perform your roles and responsibilities for the benefit of the organization and any breach of the terms hereinafter contained would result in loss to Tata

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Communications or its group companies (in India or otherwise).

You hereby covenant and agree that during the Term and for a period of [6 (Six) months] succeeding it, you shall not, directly or indirectly: (a) offer to hire, hire or recruit or attempt to offer to hire, hire or recruit any officer, director, employee, consultant or individual associated with Tata Communications or encourage any of them to terminate their relationship with Tata Communications;

(b) unless required under applicable law, disclose to any third party the names, backgrounds or arrangements with any client/ customer or any employees of Tata Communications or otherwise identify them as potential candidates for employment.

Yours Sincerely,

DocuSigned by:
Mridul Chandra
87A520B3436F477...

Mridul Chandra, Vice President-Human Resource

I ACCEPT THIS OFFER OF EMPLOYMENT

Signature: DocuSigned by: B88BF4DD65D74E5...

Date: 11/16/2022

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Annexure II
Onboarding Logistics

Welcome to Tata Communications!

We are pleased to have you on board with us and hope that this association will be a mutually enjoyable and enriching one.

As a part of the joining formalities, you will be required to complete a set of documentation on the Onboarding system. Below mentioned tasks are mandatory to be completed, which will help us to initiate your onboarding and background check formalities which will be performed by an external agency empaneled for this purpose. As a joining process, its mandatory for your background screening to be completed, as mentioned in clause 7 of this letter, before your date of joining or else it might get deferred.

Tasks and list of details required to be completed at onboarding stage

Task	**Documents/details required to complete the task**
Personal Information	Details of national id, emergency contact details, dependent information, and other personal information
Policy Completion	E-signing of company policies documents
Compliance Forms	E-signing of compliance forms
Badge Photo	Scanned Copy of Passport size color Photograph (White background only)

We have a tie up with HDFC Bank, ICICI Bank, AXIS and Citibank for direct credit of salaries. In-case you do not have an account in any of these banks, we will provide you necessary assistance post your joining for opening an account in any of these banks.

Best Regards,

Onboarding Team

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TATA

Vaccination Update

COVID 19 pandemic has impacted almost every aspect of life including the way we work, global economies, interaction with our loved ones, etc.

With continuous efforts made by the health care industry, the vaccines are made available to us in the country. It has become of utmost priority for us to get ourselves vaccinated to ensure the safety of ourselves and everyone around us to stop the spread of the virus.

In this connection, you may be asked to provide the vaccination status of yourself and your dependents during the completion of your onboarding formalities.

If you are not vaccinated yet, you may continue the efforts of getting vaccinated from available resources near you – the Government or from a private institute.

You can also get vaccinated at any nearby vaccination drive taking place in your city when conducted by the company as per the standard HR Policy.

We strongly urge each one of us to take the necessary precautions, stay safe, act responsibly, avoid non-essential travel, take preventive measures, and adhere to the prescribed regulations shared by the government, always - even after receiving the vaccine

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Welcome to TATA Communications

Guidelines for background verification process & onboarding tasks

We would like to introduce you to our Global screening partner who will assist and perform background screening for you on behalf of Tata Communication as an integral part of onboarding formalities.

As part of your onboarding, you will be getting links from the onboarding tool to complete your documentation and onboarding formalities along with which your data will be shared with the screening partner to initiate your background screening process. Request you to follow and complete the details mentioned in the notifications from the onboarding tool accordingly.

Documents to be kept handy during onboarding process

Education check: Degree copies or Final year Mark sheet
Employment check: Reliving letter or Service certificate or Experience letter. Contact details of pervious employers.
Criminal Check: 5 years of complete address history
Address Check: 5 years of complete address history
ID check: Valid passport, National id (Pan Card & Aadhar card)

The screening partner would co-ordinate with you directly in case of any additional requirements. Please take some time to carefully update the details that are required to process the verification.

We would request you to accelerate the process from your end to ensure quick completion of the onboarding formalities. In case of any query / clarification, while updating / uploading information, the applicant can reach out to Global Onboarding Team.

Kind regards,
Global Onboarding Team
GlobalOnboarding@tatacommunications.com

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Dear New Hire,

Thank you for choosing to join Tata Communications.

To ensure we are giving you a smooth onboarding process, we would like to give you an overview of the upcoming events from onboarding and background verification standpoint.

Shortly you will receive login credentials to 2 different tools on your personal email ID used to apply for the job. Once you receive the same, you are expected to login to both the tools and complete all the documentation within 2 days of receiving the welcome notification.

- **Prism Onboarding Tool:** Look for an email with subject 'Welcome to Tata Communications' from Prism notification. You will be asked to complete the following tasks on Prism onboarding tool:
- Provide additional information for your onboarding
- Completing your profile
- Complete additional onboarding task
- Complete E- signing of documents

Note: These tasks are dependent on completion of earlier tasks and will appear on the onboarding dashboard once you complete the preceding task.

In case you do not get this email within 2 days of accepting the offer or you face any issues while completing the tasks, you may drop an email to **globalonboarding@tatacommunications.com**

- **Background Verification tool:** You will receive an email with the subject 'Background Check for Tata Communications | Submit your profile' with the login credentials to complete the documentation on the BGV portal. Documents to be kept handy for completion of tasks are as below:
- National ID copy (if applicable)
- Highest education documents
- Previous 2 employment documents (if applicable)
- Address details and proofs (if applicable)

Note: Background verification process is not applicable if you are joining us through TATA group transfer.

Ensure you complete the documentation on the BGV tool within 2 days of receiving this email. In case you face any issues while completing the tasks, you may reach out to **globalbgv@tatacommunications.com**

Please note, your joining will be subject to completion of all the tasks on both the tools. Noncompletion of the same will result in delay in onboarding.

Thank you,
Global Onboarding Team

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HR-SSC/Offer/22-23/305318

16-Nov-2022

Prathamesh Devidas Vishwas
Pune

Dear Prathamesh,

We are pleased to offer you the position of Engineer - Service Assurance at B2-1 band. Your base location will be Pune-Dighi with effect from your joining date i.e. 17-Jul-2023. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details of the schedule prior to your joining date.

Your point of contact for any recruitment related queries will be "Megha Rathi". You can drop an e-mail at "Megha.Rathi@contractor.tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Limited and invite you to participate in the enriching experience of building a world-class organization.

2022-23

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HIGHLY CONFIDENTIAL

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13-December-2022

Kiran Sunil Zure
1879 Kibile Gallikodoli - 416114

Dear Kiran,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining**.** You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*****

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6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
    - The relieving / resignation acceptance letter from your present employer
    - 3 passport size photographs & a copy of your PAN card

7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited.**

Rohit Solomon
Vice President – Talent Acquisition

ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

13-December-2022

Kiran Sunil Zure
1879 Kibile Gallikodoli - 416114

Dear Kiran,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

HIGHLY CONFIDENTIAL

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6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
   - The relieving / resignation acceptance letter from your present employer
   - 3 passport size photographs & a copy of your PAN card
7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2.** Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited.**

Yours sincerely,

For **Vodafone India Services Private Limited,**

AISSMS COLLEGE OF ENGINEERING PUNE

Rohit Solomon
Vice President – Talent Acquisition

ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: .....

NAME: .....

DATE: .....

* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

Vodafone India Services Private Limited, Business@Mantri, Tower B, 3rd Floor, Survey No.197, Hissa No. 2+4 to 78, Nagar Road, Lohegaon, Pune- 411014, T (+91)020 71270001, www.vodafone.com

Registered Office: 201-206, Shiv Smriti, 2nd Floor, 49/A, Dr. Annie Besant Road, Above Corporation Bank, Worli, Mumbai – 400 018, Maharashtra. Corporate Identity No. U64201GJ1999PTC059542

C2 General

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC136911

Johnson Controls

31st January, 2023

Mr. Sarvesh Bodhe
Swagat Bunglow plot no 43,
adarsh colony , Satara Pin - 415002

Dear Sarvesh,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee - Global Sales Support COE** at Pune for this position you will report to Vivek Tandale – Principal Engineer.

You are advised to join us on or before **1st Aug, 2023.** Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC186911

Johnson Controls

Salary Annexure

Name of the Employee : Sarvesh Bodhe
Designation : Graduate Engineer Trainee
Location : Pune

Proposed Salary Component	*Amount (INR)*	
	Per Month	*Per Annum*
Basic Salary	15008	180100
House Rent Allowance	7504	90050
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	700	8400
Statutory Bonus	1400	16800
Balancing Allowance	10731	128775
Gross Salary	**39144**	**469725**
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	***41667***	***500000***
Confirmation Bonus* (paid after completion of 12 months from date of joining)		***60000***

- *Confirmation Bonus*: This confirmation bonus shall be paid after the completion of 12 months of training period from the date of joining. This amount will be recovered in full, incase employee exits within 12 months from date of payout.*
- *Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.*

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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brose
Excellence in Mechatronics

Shreeyash Chandgude
Laxmikunj Plot No. 19, Servey no. 1/1, Mumbai Pune Highway,
Nigdi, Pune, P. C. N. T. Maharashra, 411044.

Brose India
Automotive Systems Pvt Ltd

08 February, 2023

Vasanth Kamath
Phone: +91 20 67717801
Fax: +91 20 67717850
E-Mail: Vasanth.Kamath@brose.com

Offer Letter

Dear Mr. Shreeyash Chandgude,

Further to our meetings, we are pleased to offer you an opportunity in our company as **Engineer** in **Electronics Department.**

Your employment will be with Brose India Automotive Systems Pvt Ltd; your current place of posting will be Pune, India and governed by the Indian laws and regulations. We would expect you to join us on or before **21 August, 2023** after which this offer will automatically stand cancelled. You need to provide us with all due clearances from your current employer.

Your compensation package (CTC) will be

INR 400000 (Rupees Four Lakh Only)

per annum all inclusive, taxes as applicable will be to your account. The break-up of this amount is part of this letter of intent. You have agreed to sign a two-year employment bond with us from your date of joining.

You must submit your Graduation/Post-Graduation certificate to HR within 15 days from the declaration date of the result. If you fail to do so, your employment will be discontinued with the organization.

A formal letter of employment shall be issued to you at the time of joining, in the meanwhile, kindly sign a copy of this letter as a token of your acceptance and return to us.

Should you have any further clarifications, please do not hesitate to contact us.

We look forward to welcoming you to the Brose team and to a long mutually beneficial association.

Registered office
and plant address:
Plot No. 5 & 7,
Raisoni Industrial Park,
Phase-II, Hinjawadi,
Taluka-Mulshi, Village-Mann
Pune - 411 057
Maharashtra
India

Phone: +91 20 6771 7801
Fax: +91 20 6771 7850

Internet: www.brose.com

CIN: U35914PN2006PTC139773
GSTN: 27AACCB8958P1ZT

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

22

Date: 22nd May 2023

Subject: Selection Letter

Dear Laxmi Rajesh Chaudhari

Congratulations!

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of **"Graduate Engineer Trainee"** in our organization.

You will be under training period for one year. You will be entitled for an annual salary of ***INR 4,50,000/-***.

Your joining date will be **4th July 2023 (Tuesday)**.

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive Joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature LRchaudhari.

Name Laxmi Rajesh Chaudhari

Date 23-05-2023

Praj Industries Limited, 'Praj Tower', 274 & 275, Bhumkar Chowk-Hinjewadi Road, Hinjewadi, Pune 411057. India
Ph: +91-20-22941000/71802000 Fax: +91 20 22941116 info@praj.net www.praj.net

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

30th January, 2023

Ms. Utkarsha Chavan
A/p Koparde Haveli, Tal. Karad,
Dist. SataraPin. 415115

Dear Utkarsha,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee - Global Sales Support COE** at Pune for this position you will report to Vivek Tandale – Principal Engineer.

You are advised to join us on or before **1st Aug, 2023.** Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

Salary Annexure

Name of the Employee : Utkarsha Chavan
Designation : Graduate Engineer Trainee
Location : Pune

Proposed Salary Component	*Amount (INR)*	
	Per Month	*Per Annum*
Basic Salary	15008	180100
House Rent Allowance	7504	90050
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	700	8400
Statutory Bonus	1400	16800
Balancing Allowance	10731	128775
Gross Salary	**39144**	**469725**
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	***41667***	***500000***
Confirmation Bonus* (paid after completion of 12 months from date of joining)		***60000***

- *Confirmation Bonus*: This confirmation bonus shall be paid after the completion of 12 months of training period from the date of joining. This amount will be recovered in full, incase employee exits within 12 months from date of payout.*
- *Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.*

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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SIEMENS

Nilesh Limbaji Ghuge
AISSMS College of Engineering
Pune

Date	31 March 2023
Name	Trupti Dewoolkar
Department	People and Organization
E-mail	trupti.dewoolkar.ext@siemens.com
Our reference	363641/11155865

Dear **Nilesh**,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **03 July 2023** in **Gurgaon Location.**

Your annual compensation, calculated on a cost-to-company basis, is Rs. **500000**/- p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I. In Addition, you will also get a retention bonus of **Rs.1,50,000** (Rupees One Lakh Fifty Thousand Only), payable on completion of three years from the date of joining

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.

2. **Office location** – You are initially appointed to work in our **Gurgaon** office.

3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.

4. **Date of birth** – Based on your declaration we have recorded your date of birth as **09th May 2001**

5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

HEXAWARE

Letter of Intent

September 12, 2022
ABHISHEK KALYANKAR
AISSMS College of Engineering, Pune

Dear ABHISHEK KALYANKAR,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC

HEXAWARE TECHNOLOGIES LTD.
Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, A Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. Tel.: +91 22 6791 9595. Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Simin Softsys Pvt Ltd

Offer To Join Simin

Swapnali Sandip Holmukhe

Date:- 05/05/2023

+91 917057327496

Dear Swapnali,

We would like to have you in our team as **Automation Engineer**. Details for same are as below.

1. Job profile
    a. Logic development and programming as per project requirement.
    b. Data flow procedure, Logical iterations, and secure database management.
    c. Power and control circuit development for industrial and defence grade projects.
    d. You will send daily and weekly work update report.
    e. You will be responsible for all assigned projects which will consist of (not limited to) **AI, Image processing, database management and IoT for factory automation**.
    f. You are expected to learn new software languages and microcontroller programming to keep yourself updated for future projects.
    g. You will periodically visit deployment site to check for bugs (if required) and execution coordination.
2. Probation period
    a. Candidate will be in probation for 6months with Simin Softsys Pvt Ltd from the date of joining.
    b. Monthly appraisal will be done to check progress and independent handling of project work will be treated as completion of training.
3. Notice period
    a. If candidate wish to leave the organisation, he must complete one month notice period or equivalent salary will be deducted.
4. CTC –
    a. Your CTC will be **5.0 lac per annum**.
    b. Statutory taxes will be deducted as actual.
    c. CTC will be proportional to your project deliveries and monthly salary will be as per targets achieved.
    d. Each month you will receive targets with project value, company will pay as per completion of targets.
5. Location
    a. You will be assigned projects at any location within India or abroad.
    b. Travelling, lodging boarding expanses will be borne by company if project location is outside Pune.
6. Expanses
    a. Any expanses made by you for company work (e.g. Travelling, food, etc) will reimbursed as per actual bills submitted by you, no claim without bills will be entertained.
    b. You are advised to submit expanse details every Friday.
7. Code of conduct
    a. You will not do any work which is against law of land or personal safety. Any event of unlawful activity will result in immediate termination from job.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

b. You will follow all safety rules, which you will be made aware of time to time, and it will be your duty to inform management in case you find anything which is not safe or not as per law.
c. You will not engage in any professional work other than Simln Softsys Pvt Ltd.
d. Not adhering to company and government rules may cause immediate termination without any compensation.

8. Intellectual Property Rights
   a. Any technic, hardware or software, product etc which you will develop during your tenure with company will be treated as company's property and any patent or right thus generated will be Simln Softsys Pvt. Ltd.'s property.

9. Training & Development
   a. It will be your duty to keep yourself aware with upcoming technologies pertaining to our area of work.
   b. Time to time company will arrange for training programs which you must attend for learning & improvement.

10. Personal Details
    a. Name – Swapnali Sandip Holmukhe.
    b. Father's Name- Sandip Tukaram Holmukhe.
    c. Permanent Address – Vanyasmachi Sadashivgad Tal. Karad Dist- Satara
    d. Local Address – Bhimashankar Apartment Somwar peth pune
    e. Contact No.- 7057327496
    f. Emergency Contact No. – 7057327496
    g. Blood Group – A+
    h. Pan Card No (Attach copy) – attached
    i. Aadhar Card No (Attach copy) – attached
    j. Bank Account details (Attach cancelled cheque / Passbook copy) – attached

If you choose to join us, then please provide above details and send signed copy (scanned) as reply to mail.

This Job offer is subject to successful completion of your engineering degree without any backlog.

For Simln SoftSys Pvt Ltd

(Ajit Kumar Jha)

Accepted

(Name) Swapnali Holmukh

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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ENVIRONMENT
CONSCIOUS MOBILITY

Pinnacle Mobility Solutions Private Limited
(Formerly known as ION Mobility Private Limited)

Ref: PMS/HR/Offer/2023

13th May 2023

To,
Mr. Aniket Kinkar
Pune, Maharashtra.

EMPLOYMENT OFFER LETTER

Dear Aniket,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **GET** in **T3** grade in the **R&D** department of Pinnacle Mobility Solutions based in Pune.

You will receive a compensation of **Rs.3, 00,000** /-(Rupees Three Lakh only) per annum which is detailed in annexure 1. This will be disbursed to you as per the prevailing rules and guidelines of the organization.

This offer is valid subject to your joining us on or before **10th July 2023**. Once you join the company you will receive our appointment letter illustrating the standard terms and conditions of employment with the organization.

On the date of your joining, you are requested to bring along the following documents as part of our joining compliance.

1. Pan Card.
2. Aadhaar Card.
3. Original & Copy of educational Certificates.
4. Original & Copy of professional Certificates.
5. 3 Passport Size photographs on white background. (Both hard & soft copy)
6. Medical Fitness Certificate.

We are glad that very soon you will be part of our team, we look forward to your Long and meaningful association with us.

Yours Sincerely,
For **Pinnacle Mobility Solutions.**

Dr. Sudhir Mehta
Chairman

This offer is received, terms and conditions are accepted
Aniket Kinkar

13th May 2023

Registered Office:
Office No. G 101, Sai Radhe Complex,
Behind Hotel Sheraton Grand, Kennedy Road,
Sangamwadi, Pune-411001

CIN :
U34100PN2019PTC196186
+91 20 6767 9900

www.ekamobility.com
info@ekamobility.com

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022-23

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Reliance
Industries Limited
Growth is Life

Date: 25-01-2023

Dear Ameya Kulkarni

CONGRATULATIONS!!

With reference to your application and the subsequent written test & interview you had with us, we are pleased to offer you the position of **"GRADUATE ENGINEERING TRAINEE"** with **Reliance Industries Limited.**

We have designed a very exciting career path for you at Reliance. You will be required to undergo training program for **One Year** from the date of joining and upon successful completion of the training period you will be confirmed in **'Grade J'.**

You will be entitled to receive compensation & benefits as per the enclosed Annexure.

Kindly note that your appointment is subject to following conditions:

- Pre-Employment Medical examination clearance from RIL
- Successful completion of degree examination with a minimum aggregate score of 6.0 CGPA or 60% with no active backlog.

We eagerly look forward to welcoming you.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

GET - Indicative Compensation Details - B.Techs

GET Total Pay Details - B.Tech Degree	
On Joining	Fixed Pay - Rs. 5.50 lacs p.a.
On Completion of 12 months	Fixed Pay - Rs. 6.00 lacs p.a. ACB - Rs. 0.66 lacs p.a. Will be confirmed in Grade "J" on successful completion of Training & ValidationPost confirmation you will become eligible for annual increment and bonus, as per company policy
Medical & Insurance	Group Personal Accident Insurance worth Rs 25 Lacs p.a. Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Bonus	One time bonus of Rs. 2.00* lacs on completion of 12 months. *Recovery Period for One time Bonus would be upto 24 months from disbursement date.

Indicative Take Home Salary Details - GETs - B.Tech Degree			
Particulars	Amount In RupeesPer Annum (Month 1 to 12)	Amount In Rupees Per Annum (Month 13 onwards)	Remarks
Base Pay	2,20,000	2,40,000	Comprises of Basic Pay & employer's contribution towards PF & Gratuity
Choice Pay	3,30,000	3,60,000	An employee can distribute among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Standard Medical Domiciliary Expenses, Office Wear Allowance, Children Education Allowance, Food & Beverages Coupons, Gift Vouchers, and Fuel & Maintenance Expenses. Balance unchosen amount will be paid as 'Residual Choice Pay'.
Fixed Pay (I)	5,50,000	6,00,000	

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Mandatory Debits			
Personal Accident Insurance (A)	413	413	All Employees are mandatorily covered under the Group Personal Accident Insurance scheme. The sum insured is upto INR 25 lakhs.
Hospitalisation Insurance for Self, Spouse, Dependent Children & Dependent Parents (B)	47,369	47,369	Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Group Term Life Insurance (C)	4,794	4,794	All employees are mandatorily insured under Group Term Life Insurance.
Value of Uniform (D)	3,000	3,000	Employees working at Manufacturing Sites are provided with 4 shirts & 3 trousers every year(varying Site wise)
Mandatory Debits (ii)	55,576	55,576	ii = (A+B+C+D)
Fixed Pay - Mandatory Debits p.a. (i) - (ii)	4,94,424	5,44,424	Includes IT Tax, Professional Tax, Employee Contribution to PF Etc.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022-23

8

SIMIN

Simin Softsys Pvt Ltd

Offer To Join Simin

Nivedita Kulkarni

Date:- 15/11/2022

+91 9834568911

Dear Nivedita,

We would like to have you in our R&D team as **Research Engineer**. Details for same are as below.

1. Job profile
    a. Logic development and programming as per project requirement.
    b. Data flow procedure, Logical iterations, and secure database management.
    c. Power and control circuit development for industrial and defence grade projects.
    d. You will send daily and weekly work update report.
    e. You will be responsible for all assigned projects which will consist of (not limited to) **AI, Image processing, database management and IoT for factory automation.**
    f. You are expected to learn new software languages to keep yourself updated for future projects.
    g. You will periodically visit deployment site to check for bugs (if required) and execution coordination.
2. Probation period
    a. Candidate will be in probation for 6months with Simin Softsys Pvt Ltd from the date of joining.
    b. Monthly appraisal will be done to check progress and independent handling of project work will be treated as completion of training.
3. Notice period
    a. If candidate wish to leave the organisation, he must complete one month notice period or equivalent salary will be deducted.
4. CTC –
    a. Your CTC will be **5.0 lac per annum**.
    b. Statutory taxes will be deducted as actual.
    c. CTC will be proportional to your project deliveries and monthly salary will be as per targets achieved.
    d. Each month you will receive targets with project value, company will pay as per completion of targets.
5. Location
    a. You will be assigned projects at any location within India or abroad.
    b. Travelling, lodging boarding expanses will be borne by company if project location is outside Pune.
6. Expanses
    a. Any expanses made by you for company work (e.g. Travelling, food, etc) will reimbursed as per actual bills submitted by you, no claim without bills will be entertained.
    b. You are advised to submit expanse details every Friday.
7. Code of conduct
    a. You will not do any work which is against law of land or personal safety. Any event of unlawful activity will result in immediate termination from job.

5, E1, Gangapuram Society, Opposite Sky Vista, Viman Nagar, Pune 411014

Head
Department of Electrical Engineer
AISSMS College of Engineering, P

b. You will follow all safety rules, which you will be made aware of time to time, and it will be your duty to inform management in case you find anything which is not safe or not as per law.
c. You will not engage in any professional work other than Simin Softsys Pvt Ltd.
d. Not adhering to company and government rules may cause immediate termination without any compensation.

8. Intellectual Property Rights
   a. Any technic, hardware or software, product etc which you will develop during your tenure with company will be treated as company's property and any patent or right thus generated will be Simin Softsys Pvt. Ltd.'s property.

9. Training & Development
   a. It will be your duty to keep yourself aware with upcoming technologies pertaining to our area of work.
   b. Time to time company will arrange for training programs which you must attend for learning & improvement.

10. Personal Details
    a. Name – Nivedita Nishikant kulkarni
    b. Father's Name- Nishikant Bhalchandra kulkarni
    c. Permanent Address -- A/P. Yedemachindra, Tal. Walwa, Dist. Sangli
    d. Local Address – D412, PEBBLES URBANIA, Siddharth Nagar, Bavdhal
    e. Contact No.- 9834568911
    f. Emergency Contact No. – 9763016323
    g. Blood Group – O+ve
    h. Pan Card No (Attach copy) – FWWPK6308C
    i. Aadhar Card No (Attach copy) – 375646036462
    j. Bank Account details (Attach cancelled cheque / Passbook copy) –
       IFSC Code :- BKID0001505 Acc.No :- 150518210007592

If you choose to join us, then please provide above details and send signed copy (scanned) as reply to mail.

This Job offer is subject to successful completion of your engineering degree without any backlog.

For Simin SoftSys Pvt Ltd

(Ajit Kumar Jha)

Accepted

(Name)
Nivedita N. kulkarni

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022 – 23

^ 9

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

1st Feb, 2023

Ms. Pranali Mali
Bhupesh Apartment, Vidhyanagar, Karad,
Maharashtra, India. 41512

Dear Pranali,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee - Global Sales Support COE** at Pune for this position you will report to Vivek Tandale – Principal Engineer

You are advised to join us on or before **1st Aug, 2023.** Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor,B2 Tower.
Cerebrum IT Park. Kalyani Nagar.
Pune-411014, Maharashtra. India
Tel.. +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

Salary Annexure

Name of the Employee : Pranali Mali
Designation : Graduate Engineer Trainee
Location : Pune

Proposed Salary Component	*Amount (INR)*	
	Per Month	*Per Annum*
Basic Salary	15008	180100
House Rent Allowance	7504	90050
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	700	8400
Statutory Bonus	1400	16800
Balancing Allowance	10731	128775
Gross Salary	**39144**	**469725**
Provident Fund	1801	21612
Gratuity	722	8663
Cost To Company (CTC)	***41667***	***500000***
Confirmation Bonus* (paid after completion of 12 months from date of joining)		***60000***

- *Confirmation Bonus*: This confirmation bonus shall be paid after the completion of 12 months of training period from the date of joining. This amount will be recovered in full, incase employee exits within 12 months from date of payout.*
- *Note: By signing off this offer letter, I hereby acknowledge that my performance will be evaluated during probation period and my completion of mandatory compliance trainings is also a condition for completion of probation.*

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS ... Engineering, Pune

SIEMENS

Ruchika Meshram
AISSMS College of Engineering
Pune

Date	31 March 2023
Name	Trupti Dewoolkar
Department	People and Organization
E-mail	trupti.dewoolkar.ext@siemens.com
Our reference	362544/11104986

Dear **Ruchika**,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **03 July 2023** in **Pune Location.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 500000/-** p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I. In Addition, you will also get a retention bonus of **Rs.1,50,000** (Rupees One Lakh Fifty Thousand Only), payable on completion of three years from the date of joining

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.

2. **Office location** – You are initially appointed to work in our **Pune** office.

3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.

4. **Date of birth** – Based on your declaration we have recorded your date of birth as **2nd April 2001**

5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Reliance
Industries Limited
Growth is Life

Date: 25-01-2023

Dear Pratik Mohire

CONGRATULATIONS!!

With reference to your application and the subsequent written test & interview you had with us, we are pleased to offer you the position of **"GRADUATE ENGINEERING TRAINEE"** with **Reliance Industries Limited.**

We have designed a very exciting career path for you at Reliance. You will be required to undergo training program for **One Year** from the date of joining and upon successful completion of the training period you will be confirmed in **'Grade J'.**

You will be entitled to receive compensation & benefits as per the enclosed Annexure.

Kindly note that your appointment is subject to following conditions:

- Pre-Employment Medical examination clearance from RIL
- Successful completion of degree examination with a minimum aggregate score of 6.0 CGPA or 60% with no active backlog.

We eagerly look forward to welcoming you.

Head
Department of Electrical Engineering
AISSMS [illegible] Engineering, Pune

GET - Indicative Compensation Details - B.Techs

GET Total Pay Details - B.Tech Degree	
On Joining	Fixed Pay - Rs. 5.50 lacs p.a.
On Completion of 12 months	Fixed Pay - Rs. 6.00 lacs p.a. ACB - Rs. 0.66 lacs p.a. Will be confirmed in Grade 'J' on successful completion of Training & ValidationPost confirmation you will become eligible for annual increment and bonus, as per company policy
Medical & Insurance	Group Personal Accident Insurance worth Rs 25 Lacs p.a. Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Bonus	One time bonus of Rs. 2.00* lacs on completion of 12 months. *Recovery Period for One time Bonus would be upto 24 months from disbursement date.

Indicative Take Home Salary Details - GETs - B.Tech Degree			
Particulars	Amount In RupeesPer Annum (Month 1 to 12)	Amount in Rupees Per Annum (Month 13 onwards)	Remarks
Base Pay	2,20,000	2,40,000	Comprises of Basic Pay & employer's contribution towards PF & Gratuity
Choice Pay	3,30,000	3,60,000	An employee can distribute among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Standard Medical Domiciliary Expenses, Office Wear Allowance, Children Education Allowance, Food & Beverages Coupons, Gift Vouchers, and Fuel & Maintenance Expenses. Balance unchosen amount will be paid as 'Residual Choice Pay'.
Fixed Pay (i)	5,50,000	6,00,000	

Head
Department of Electrical Engineering
MES's College of Engineering, Pune

2022-23

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SIEMENS

Neelansh Bhambhani
AISSMS College of Engineering
Pune

Date	31 March 2023
Name	Trupti Dewoolkar
Department	People and Organization
E-mail	trupti.dewoolkar.ext@siemens.com
Our reference	363641/11155872

Dear **Neelansh**,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **03 July 2023** in **Gurgaon Location.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 500000**/- p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I. In Addition, you will also get a retention bonus of **Rs.1,50,000** (Rupees One Lakh Fifty Thousand Only), payable on completion of three years from the date of joining

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.

2. **Office location** – You are initially appointed to work in our **Gurgaon** office.

3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.

4. **Date of birth** – Based on your declaration we have recorded your date of birth as **26th November 2002**

5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

SIEMENS

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Ltd.
Brahmbhatt Ajay
Digitally signed by Brahmbhatt Ajay
DN: cn=Brahmbhatt Ajay, c=DE, o=Siemens, email=ajay.brahmbhatt@siemens.com
Date: 2023.04.10 11:19:21 +05'30'
Ajay Brahmbhatt
Manager – People and Organization

Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no **363641/11155872** dated **10 April 2023**) plus the enclosed Annexures and accept employment with Siemens Limited with our internal organizational unit, job family and IN-TI-BASTU-PR999.

Enclosures:

Annexure I – Compensation structure
Annexure II – Service conditions
Annexure III – Terms & conditions of employment
Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
Annexure V – Joining formalities

Signature: Neelansh _____ **Signing Date:** 19/04/23
Neelansh Bhambhani

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

TVS MOTOR COMPANY
TVS Motor Company Limited, P.B. No. 4, Harita, Hosur - 635 109, Tamil Nadu, India.
Telephone : +91-4344-276780

10 May 2023

Mr. Pakhare Mangesh Balasaheb
All India Shri Shivaji Memorial Society's College of Engineering
Pune, Maharashtra - 411 011

Dear Mangesh,

We are pleased to extend you a Provisional Offer Letter for the position Graduate Engineer Trainee, with our Company on the following terms and conditions:

1. This Provisional Offer is based on the information furnished in your application/ documents for the purpose of employment and during the different levels of interviews you had with us.
2. Final offer/ appointment is subject to you being found medically fit and passing the prescribed course with minimum 60% marks or equivalent as the case may be.
3. This Provisional Offer cannot be considered as final offer or offer of appointment, which is subject to you accepting this Provisional Offer and submission of all mandatory documents/ details as may be required from as per the Company Policy.

If you are agreeable to the above terms, please send us the duplicate copy of this Provisional Offer letter duly signed in token of your acceptance, failing which the same will be treated not accepted by you and the Provisional Offer will become invalid.

Detailed final offer/ appointment letter would be sent to you once you fulfil above mentioned documentation and other employment conditions as per Company Policy.

Thanking you,

Yours sincerely,
for TVS Motor Company Limited

Karthik Panchapakesan
Deputy General Manager – HRD

Accepting the Provisional Offer

Pakhare Mangesh Balasaheb
Date: 11/05/2023

Classification:

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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Offer: Computer Consultancy
Ref: TCSL/DT20223344214/Pune
Date: 04/10/2022

Ms. Ritika Nitin Patil
Navalakha Comples,Co.Society, Flat No 9, Building No 7, Ladkat Wadi , Shivaji Nagar, PuneLadkatwadi F
Near Ruby Hall,
Pune-411001,
Maharashtra.
Tel# -

Dear Ritika Nitin Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelines: 1800 209 3111 Email: careers@tcs.com

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

LTI
Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Rohit Patil

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Rohit Patil,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

LTI
Let's Solve

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

Signature and Date

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Johnson Controls

2nd Feb, 2023

Mr. Viraj Patil
17 A , Samrat Nagar,Bhadgaon road ,
Taluka, Chalisgaon 424101

Dear Viraj,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer Trainee - Global Sales Support COE** at Pune for this position you will report to Vivek Tandale – Principal Engineer

You are advised to join us on or before **1st Aug, 2023.** Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would also be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited

Divya Jha
Director – Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Venkat Govind Rajarwad,

We are pleased to offer you apprenticeship training in the **TOESL** division of **Thermax Limited at Patas.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Venkat Govind Rajarwad state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date: 01/06/023

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

THERMAX

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Venkat Govind Rajarwad state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: 01/08/2023

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022-23

17

SIEMENS

SAYYAD MAHAMMADSAKIB RAJU
AISSMS College of Engineering
Pune

Date	31 March 2023
Name	Trupti Dewoolkar
Department	People and Organization
E-mail	trupti.dewoolkar.ext@siemens.com
Our reference	362570/11105463

Dear SAYYAD MAHAMMADSAKIB,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **03 July 2023** in **Gurgaon Location.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 500000**/- p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I. In Addition, you will also get a retention bonus of **Rs.1,50,000** (Rupees One Lakh Fifty Thousand Only), payable on completion of three years from the date of joining

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.

2. **Office location** – You are initially appointed to work in our **Gurgaon** office.

3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.

4. **Date of birth** – Based on your declaration we have recorded your date of birth as 09th May 2001

5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022-23

Reliance
Industries Limited
Growth is Life

Date: 25-01-2023

Dear Chirag Shah

CONGRATULATIONS!!

With reference to your application and the subsequent written test & interview you had with us, we are pleased to offer you the position of "GRADUATE ENGINEERING TRAINEE" with **Reliance Industries Limited.**

We have designed a very exciting career path for you at Reliance. You will be required to undergo training program for **One Year** from the date of joining and upon successful completion of the training period you will be confirmed in **'Grade J'.**

You will be entitled to receive compensation & benefits as per the enclosed Annexure.

Kindly note that your appointment is subject to following conditions:

- Pre-Employment Medical examination clearance from RIL
- Successful completion of degree examination with a minimum aggregate score of 6.0 CGPA or 60% with no active backlog.

We eagerly look forward to welcoming you.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

GET - Indicative Compensation Details - B.Techs

GET Total Pay Details - B.Tech Degree	
On Joining	Fixed Pay - Rs. 5.50 lacs p.a.
On Completion of 12 months	Fixed Pay - Rs. 6.00 lacs p.a. ACB - Rs. 0.66 lacs p.a. Will be confirmed in Grade "J" on successful completion of Training & ValidationPost confirmation you will become eligible for annual increment and bonus, as per company policy
Medical & Insurance	Group Personal Accident Insurance worth Rs 25 Lacs p.a. Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Bonus	One time bonus of Rs. 2.00* lacs on completion of 12 months. *Recovery Period for One time Bonus would be upto 24 months from disbursement date.

Indicative Take Home Salary Details - GETs - B.Tech Degree			
Particulars	Amount in RupeesPer Annum (Month 1 to 12)	Amount In Rupees Per Annum (Month 13 onwards)	Remarks
Base Pay	2,20,000	2,40,000	Comprises of Basic Pay & employer's contribution towards PF & Gratuity.
Choice Pay	3,30,000	3,60,000	An employee can distribute among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Standard Medical Domiciliary Expenses, Office Wear Allowance, Children Education Allowance, Food & Beverages Coupons, Gift Vouchers, and Fuel & Maintenance Expenses. Balance unchosen amount will be paid as "Residual Choice Pay".
Fixed Pay (i)	5,50,000	6,00,000	

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Mandatory Debits			
Personal Accident Insurance (A)	413	413	All Employees are mandatorily covered under the Group Personal Accident insurance scheme. The sum insured is upto INR 25 lakhs.
Hospitalisation Insurance for Self, Spouse, Dependent Children & Dependent Parents (B)	47,369	47,369	Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Group Term Life Insurance (C)	4,794	4,794	All employees are mandatorily insured under Group Term Life Insurance.
Value of Uniform (D)	3,000	3,000	Employees working at Manufacturing Sites are provided with 4 shirts & 3 trousers every year(varying Site wise)
Mandatory Debits (ii)	55,576	55,576	ii = (A+B+C+D)
Fixed Pay - Mandatory Debits p.a. (i) - (ii)	4,94,424	5,44,424	Includes IT Tax, Professional Tax, Employee Contribution to PF Etc.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

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Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Abhijeet Khulesh Shinde,

We are pleased to offer you apprenticeship training in the **TOESL** division of **Thermax Limited at Ranjangaon.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Abhijeet Khulesh Shinde state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date: 01/06/2023

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

Below are the terms and conditions of your appointment post joining the organization.

THERMAX

1. **Monthly Stipend** - During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer –** During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

THERMAX

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Abhijeet Khulesh Shinde state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: 01/06/2023

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

THERMAX

ANNEXURE A

Dear Abhijeet Khulesh Shinde

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

cognizant

Letter of Intent (LOI)

Superset ID: 3266469

Date: November 25, 2022

Dear ROHAN SURESH SONAWANE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

cognizant

Letter of Intent (LOI)

Superset ID: 3281163

Date: November 25, 2022

Dear SAMEER RAVINDRA SHINDE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

PENTAGON SPACE™
Mastering The Future

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CALL LETTER – 2023

Dear **Suryawanshi Hitesh Rajesh**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK.** The Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge for the complete training.
- We do not charge you for any interviews and placements conducted by Pentagon Space
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).

Following rules to be followed for placement activities:

- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Name: **Suryawanshi Hitesh Rajesh**

USN/ Reg Number: **72021351H**

Mr. Suraj Vijay Shetty
Business and Campus Head

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299
+91 8951936356
+91 8147592988
www.pentagonspace.in
campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC135

Head
Department of Electrical Engineering

SIEMENS

KEDAR RAGHUVIR URANE
AISSMS College of Engineering
Pune

Date	31 March 2023
Name	Trupti Dewoolkar
Department	People and Organization
E-mail	trupti.dewoolkar.ext@siemens.com
Our reference	362566/11105378

Dear **KEDAR**,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **03 July 2023** in **Gurgaon Location.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 500000**/- p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I. In Addition, you will also get a retention bonus of **Rs.1,50,000** (Rupees One Lakh Fifty Thousand Only), payable on completion of three years from the date of joining

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.

2. **Office location** – You are initially appointed to work in our **Gurgaon** office.

3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.

4. **Date of birth** – Based on your declaration we have recorded your date of birth as **21st March 2001**

5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

SIEMENS

We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Ltd.
Brahmbhatt Ajay
Digitally signed by Brahmbhatt Ajay
DN: cn=Brahmbhatt Ajay, c=DE, o=Siemens, email=ajay.brahmbhatt@siemens.com
Date: 2023.04.10 10:39:27 +05'30'
Ajay Brahmbhatt
Manager – People and Organization

Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no **362566/11105378** dated **7 April 2023**) plus the enclosed Annexures and accept employment with Siemens Limited with our internal organizational unit, job family and IN-TI-BASTU-PR999.

Enclosures:

Annexure I – Compensation structure
Annexure II – Service conditions
Annexure III – Terms & conditions of employment
Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
Annexure V – Joining formalities

Signature: _____ **Signing Date:** _____
KEDAR RAGHUVIR URANE

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

cognizant

Letter of Intent (LOI)

Superset ID: 3211357

Date: November 25, 2022

Dear TEJAS SANTOSH VAKARE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

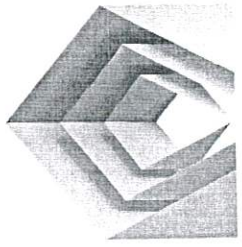
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

OXFORD BROOKES UNIVERSITY

Mr Rohit Tatyasaheb Patil
FLAT NO 12 RAJANIGANDHA APPT
TARABAI PARK
KARVEER, MAHARASHTRA
KOLHAPUR 416003
IN

Tuesday, 21 March 2023

Applicant ID: **19278159**

Dear Rohit Tatyasaheb

Congratulations! We are writing to let you know that we've made you a **Conditional** offer to study Full-Time at Oxford Brookes University, on the programme detailed below.

Course:	MSc International Business Management and Finance, (Sandwich) Oxford Brookes (Oxford Campus)
Term of Entry:	Autumn 2023 (September-December Entry)
Tuition Fees:	**The tuition fee for the first academic year of your programme (where the course duration is less than one academic year this will be for the whole course) will be £16800**

Conditions of Entry:
You will need to pay a deposit of £8000 (or provide evidence of Oxford Brookes University approved sponsorship) to confirm your place.
- Status: Not Received

resubmission of SOP
- Status: Not Received

Submission of Official Degree Certificate
- Status: Not Received

Your place at Oxford Brookes is subject to our terms and conditions. Please read these before accepting our offer, as they contain important information about how your time as a student will be managed and arranged.

We recommend double-checking the course description before you accept any offer as changes may have been made since you made your application. You can read full details for all programmes by searching the course listings on our website.

COLLEGE OF ENGINEERING

www.brookes.ac.uk
Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

OXFORD BROOKES UNIVERSITY

You can accept or decline the offer in your applicant portal. Please note that if your offer contains a condition of a deposit, in order to confirm your place you must also pay this deposit (unless your fees are being paid by an Oxford Brookes University approved sponsor).

You will also be able to upload evidence of meeting the conditions detailed above in the portal.

As an international student, don't forget to visit our Applying to Arriving web pages to help you through the next steps now you've received your offer:
https://www.brookes.ac.uk/international/applying-to-arriving/

Find out more about student life at Oxford Brookes at one of our events. We run Open Days and campus tours throughout the year: https://www.brookes.ac.uk/studying-at-brookes/contact-and-meet-us/

Semester Dates

You can find details of upcoming semester dates at www.brookes.ac.uk/students/semester-dates/

Updating your details

So that you don't miss out on any important communications from us, please let us know if your contact details change. You can use the applicant portal to update your postal or email address.

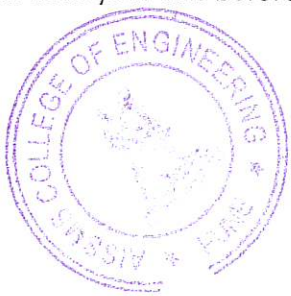
Disability and Wellbeing Support

Our Inclusive Support Service can provide you with advice and information if you have a disability and/or a long-term health condition. Early awareness by making a self-referral to this service allows the University to understand your needs and identify the support we can offer, and for you to consider this before enrolling. We strongly encourage you to engage with the service as soon as possible so that advice may be given regarding any reasonable adjustment that we can make to adequately support you on your programme. Please note that what we are able to put in place as a "reasonable adjustment" may be impacted by the amount of time we have between being made aware of a need and the start of your studies.

If you have a disability, dyslexia, or long-term physical or mental health condition not previously mentioned in your application, we would encourage you to let us know so that relevant advice may be provided. Please note that we will share this information only with colleagues in our Wellbeing services team and it does not affect the decision to offer you a place.

Visa

We know that there is a lot to do when preparing for university. If you need a Student Visa to study in the UK, one of the most important things is getting your CAS (Confirmation of Acceptance for Studies) from us. You will need your CAS before you can apply for your Student Visa.



www.brookes.ac.uk
Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

OXFORD BROOKES UNIVERSITY

We use CAS Shield, an online self-service system, which allows you to upload all the vital information and documents that we will need to issue your CAS. We also have a dedicated Applicant Compliance Team who can support you.

You can find out more about the CAS process and what documents you will need to supply on our starting a new course webpage (www.brookes.ac.uk/students/isat/visas/student-visa/getting-your-cas/starting-a-new-course).

Please note in particular that issuing a CAS is an additional, and separate process to the conditions of your offer of study. We reserve the right, in certain circumstances, not to issue a CAS or to withdraw a CAS even after you have accepted your offer. If we do not issue a CAS, you will not be able to obtain a visa, and you will not be able to take up your place at Oxford Brookes University at that time.

How to get in touch

Please don't hesitate to get in touch, either to update us on changes in circumstances or with any questions about your application or studying at Oxford Brookes. Email us at admissions@brookes.ac.uk or call us on +44 (0) 350 3699.

I look forward to hearing from you.

Yours sincerely,

CRM Admin
Admissions Officer
Oxford Brookes University

COLLEGE OF ENGINEERING

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

OXFORD BROOKES UNIVERSITY

Additional Information:

Oxford Brookes University English courses

If your offer is conditional on improving an IELTS score, you may be interested in the University English courses run by Oxford Brookes International. Passing the relevant University English course is another way to meet the English language requirement. Even if your offer is not conditional on an English language test, the courses are also a good way to improve English proficiency as preparation for your degree studies.

Finance and Scholarships

You can pay your fees in full at the start of the course or in equal instalments at the start of each semester/term. You can find details of how to pay fees and more information about possible sources of funding at www.brookes.ac.uk/studying-at-brookes/finance/

Deposits – only applicable if a deposit is listed as a condition in the letter above

Deposits paid will be refunded at the discretion of the University and upon request if you are unable to enrol on your programme and you have notified us within the right to cancel period stated in the terms and conditions of enrolment.

We will not refund your deposit if the reason you are unable to enrol is because we have evidence that:

a) you have supplied false or misleading information relating to your application; and/or
b) you have obtained any qualification or status by fraud

Under these circumstances, you may be unable to enrol because we have withdrawn your offer of a place or because your application for a visa has been rejected due to fraud.

Please note that in all circumstances, a fee of £100 will be applied to cover the administration of the cancellation and refund.

To request a refund, you will need to contact the Admissions Office and may need to provide documentary evidence in support of your request. In normal circumstances, the University will process refunds within 14 days of receipt of a complete refund request.

For January and September on-campus courses, we expect students to attend an Induction and Enrolment week. We will send you specific guidance for your programme nearer to the time, and information will be available on https://www.brookes.ac.uk/new-students/ from August for September Entry, and during early January for January Entry.

COLLEGE OF ENGINEERING

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

2022-23 163

UMassAmherst
The Commonwealth's Flagship Campus

Graduate School

February 2, 2023

Aarushi Mahajan
705 L1 Bramha Suncity
Wadgaonsheri Near F Residency
Pune 411014 India

Dear Aarushi Mahajan:

I am pleased to inform you that you have been accepted for graduate study at the University of Massachusetts Amherst. This acceptance is in the Master of Science program in the Department of Electrical and Computer Engineering. Congratulations!

You have been accepted for the Fall 2023 semester. Unless your academic department agrees to postpone your enrollment, admission for any other semester would require a new application.

This admission is contingent on the completion of your baccalaureate degree. An official copy of your final undergraduate transcript indicating receipt of your degree should be sent to this office as soon as your undergraduate work is complete. If your transcript does not clearly indicate the awarding of your degree, with the degree title and date awarded, we need the diploma and/or degree certificate in addition to the official final transcripts. You must submit these materials before the University of Massachusetts Amherst will allow you to formally begin your graduate studies.

We encourage you to log in to SPIRE to accept this offer of admission, defer your decision to no later than April 15, or withdraw your application. After entering SPIRE, click the 'Admissions & Status' tile on your Applicant Center home page.* There is a confirmation status section that will allow you to inform the Graduate School of your enrollment plans. It is important that you log in and select one of these options to inform us of your decision.

* If you do not see this tile, click Student Center at the top of the page and select Applicant Center (Grad).

Questions concerning assistantships and other program related matters should be addressed to the Department of Electrical and Computer Engineering; other questions may be referred to the Graduate Student Service Center. For further information about the University of Massachusetts Amherst please visit our website at **www.umass.edu/graduate**.

With best wishes,

Jacqueline Urla
Dean of the Graduate School

cc: Graduate Program Director, Elec & Computer Engineering - Communictns, Network & Sys Mdl

Aarushi Mahajan

COLLEGE OF ENGINEERING

Head
Department of Electrical Engineering
AISSMS College of Engineering, Pune

22-23

Fwd: GET Offer letter- Wipro PARI Pvt Ltd

External
Inbox

Tushar Mali <tusharmali4187@gmail.com> 5 Dec 2023, 12:05

to me

---------- Forwarded message ---------
From: **Jitendra khubani sir** <placements@aissmsioit.org>
Date: Mon, 26 Jun, 2023, 1:13 pm
Subject: Fwd: GET Offer letter- Wipro PARI Pvt Ltd
To: Manasi Patil <mansipatil26601@gmail.com>, Vishwajeet Phulari <phularivishwajeet@gmail.com>, Tushar Mali <tusharmali4187@gmail.com>
Dear All

Your Wipro PARI Salary is revised. Forwarding you the email.

Thanks & Regards,
Prof Jitendra Khubani
DIE, DST, BE, ME, PhD(Pursuing)
Dean-Training & Placement
AISSMS INSTITUTE OF INFORMATION TECHNOLOGY
1, Kennedy Road, Near Pune RTO, Pune - 411 001
Mobile: 07387013513, 09834010509
Phone: 020-26057983 **Extn: 2224**
E-mail: placements@aissmsioit.org
Website: - www.aissmsioit.org

Vision of the Institute:
To uplift the common masses by rendering value added education.
Mission of the Institute:
Empowering Society through dynamic education.

Dear TPO,

Greetings from Wipro PARI!

We would like to inform you that this year we **have revised the salary of our GET batch**. And sharing you the final offer brake up of selected candidates, you can share this with all selected candidates. The same will be printed on their offer letters and hard copy of offer will be given to them on the date of joining. Also refer the additional company benefits for the candidates. Requesting you to convey below details to all selected candidates if having any doubts feel free to connect with me.

AISSMS COLLEGE OF ENGINEERING * PUNE-1 *

PRINCIPAL
ALL INDIA SHRI SHIVAJI MEMORIAL SOCIETY'S
COLLEGE OF ENGINEERING
KENNEDY ROAD, PUNE-411 001

(1)

BRISTLECONE

Bristlecone India Limited
Binarius, 5th Floor, Deepak Complex
Opp. Golf Course, Yerwada, Pune-411006
T: +91 20 66238888 | F: + 91 20 66238899

Om Balrajsingh Bayas
"Ganga" , Row House No.9, Damani Nagar,
Solapur, Maharashtra
Tel: +918275895474

Dear Om Balrajsingh,

Sub: APPOINTMENT LETTER

This is with reference to your application and the subsequent interviews with us, we are pleased to offer you the position of "**Associate - Integration**" in Role band "**Trainee (TR)**" for Sub Studio- "**Smart Integration (EDI)**" in our organization at "**Pune**".Your date of joining will be "**06-Jun-2023**" on the terms and conditions as indicated in this letter. You are requested to report to office at 10:00 AM on the day of your joining.

Your compensation details are attached in Salary Sheet

1. (a) Your place of operation will be mainly at "**Pune**"at the time of joining the organization. However, depending on the project / work where your involvement is continuously required, you may be transferred to any of our other offices, project locations, group companies, client locations, etc. or for deputation to any organization, to be posted at any of their offices, project locations, divisions, departments, etc. at anytime, anywhere in India or abroad. In the event of such a transfer/ deputation, details of the terms and conditions will be communicated to you.

   (b) The working hours applicable to you will be the same as are observed depending upon your place of posting and can be amended from time to time. Further, you should be prepared to work in any shift, as may be required by the Company's / clients work requirements.

   (c) This offer is subject to: your acceptance within two days; submission of all your certificates in respect of educational qualifications; identity proof and release letter/service certificates from present employer.

   (d) At any time during the course of your employment with the company, the company is entitled to terminate your employment without notice, if the information provided by you during the selection process is found to be in-correct.

2. (a) Please note that the salary structure of the Company may be altered/modified at the discretion of the management, having regards to market and business needs. Further, salary, allowances and all other payments / benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

   (b) Please also note that your remuneration package is strictly confidential between you and the Company and should be so maintained

   (c) Your remuneration package will be reviewed as per the Company's practice and any increase will depend on the Company's performance and your performance

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15. Intellectual Property

(a) Any discovery, invention, secret process, improvement in procedure, trade mark, design or copyright work that you make, discover or produce in the course of your employment in connection with or in any way affecting or relating to, or capable of being used or adapted for use in connection with, the business of the Company or any Group Company shall immediately be disclosed to the Company and shall belong to and be the absolute property of the Company or such Group Company as the Company may nominate for that purpose. You will (at the request and reasonable expense of the Company) sign all such documents and perform all such acts as may be required to fully vest all such rights in the Company (or its nominee).

(b) You waive irrevocably all Moral Rights in any works produced during your employment in which copyright is vested in the Company or any Group Company whether by virtue of this paragraph 15 or otherwise.

(c) You acknowledge that the extent, if any, of the protection sought in relation to the matters referred to in paragraph 15.a shall be decided by the Company in its sole and absolute discretion and that accordingly you will not (whether during or after this employment) apply or join in applying for any patent, registered design, trademark or other equivalent protection without the prior written approval of the Company.

16. If the terms and conditions offered herein are acceptable to you, please return the duplicate copy of this letter to the undersigned, duly executed by you by appending your signature on the last page and initials on the remaining pages.

17. Background Checks:

Bristlecone mandates you to go through Background checks. These checks verify previous employment, education qualifications and addresses of every employee. You are required to provide all documents requested by Bristlecone or any agency that Bristlecone appoints for running these checks. Background check documents need to be provided within 5 days of joining the company failing which the Compa is entitled to take disciplinary action including termination of the employment agreement. In an event, the employee / candidate is unable to clear the background check, the company retains the right to withdraw the offer / terminate employment.

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3. Resignation / Termination / Notice Period from Services:

(a) Either you or the company may terminate your employment upon giving ninety (90) days' written notice. The company may however terminate your employment by giving you salary in lieu of notice. The Company may also terminate your employment with immediate effect for any misconduct.

(b) Performance Improvement Program (PIP): Timelines of PIP will be as per company policy.

(c) Integrity/Disciplinary Issues: An employee will be released from the organization with immediate effect on account of misconduct, integrity or for any other disciplinary issues.

(d) If you resign within a year of your joining the Company, then the amount paid to you as a joining bonus, relocation expenses, and notice pay buyout at the time of your joining, will be recovered by the Company in Full and Final settlement.

(e) Notice Period:
When an employee resigns voluntarily, you are expected to serve 90 days' notice period from the date,entered in Workday.

(f) Full and Final Settlement (F&F):
Employee will receive their Resignation Acceptance and Experience Letter on his/her Last Working Day, on receiving clearance from all internal departments. Full and Final Settlement of the employee takes place within 45 days of the employee's Last Working Day.

4. The age of Retirement is sixty years. The company will be registering your date of birth as per the documents provided by you i.e. PAN Card/ Passport/ Identity Card at the time of joining.

5. You will be liable for any losses suffered by the Company, due to your negligence, misconduct, willful insubordination or inefficiency. In all or any of such cases your services may get terminated without any notice period.

6. As per the Company's rules you cannot undertake any employment anywhere else, even on part-time basis whether for any consideration or not. Disobeying of this will lead to termination of your services by the Company without any notice period, with no liability on the part of the Company for payment of any compensation in lieu of such notice. You must not be, involved or concerned with or provide service to any other entity, company or person whilst employed by the Company without the prior written consent of the Company. Unless specifically authorized in writing by the Company, the Employee agrees that he/she will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. The Employee shall also not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

7. The Company rules pertaining to matters such as mentioned above but not limited to designation, working hours, etc. are subject to change without any prior notice.

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clients or customers away from the Company and/or its Affiliates or to damage in any way the business relationship with the Company and/or its Affiliates or for the provision of substantially th same services provided to such clients by the Company and/or its Affiliates; or

(iii) Solicit and/or attempt to solicit or undertake employment with any client/customer of the Company and/or its Affiliates or any organization where the employee has been taken or sent for training deputation or secondment or professional work by the Company; or

(iv) Enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the Term of employment or (iii) it is obvious to the Employee; or

(v) Sell, supply, market or distribute any products or services similar to or competing with the Business.

14. IT Policy

(a) Prohibited Use - The Bristlecone email system shall not to be used for the creation or distribution of any disruptive or offensive messages, including offensive comments about race, gender, hair color, disabilities, age, sexual orientation, pornography, religious beliefs and practice, political beliefs, or national origin. Employees who receive any emails with this content from any Bristlecone employee should report the matter to their supervisor immediately. Employees may not forward any documents to their personal accounts. All auto-forward messages should be removed from the personal profiles.

(b) Personal Use - Using a reasonable amount of Bristlecone resources for personal emails is acceptable, but non-work related email shall be saved in a separate folder from work related email. Sending non-business related multimedia, pictures larger than ½ MB etc., chain letters or joke emails from a Bristlecone email account is prohibited. Mass mailings from Bristlecone shall be approved by Director - IT before sending. These restrictions are also applicable if you forward any email received from Bristlecone employee

(c) Diligent Use: You are expected to handle Bristlecone assets with due care and will be held accountable for any damage incurred to the allocated equipment. This damage may be during regular use or due to negligence or mishandling. In the event of any damage, penalty may be applicable as per the company asset policy.

(d) Asset Return: All company assets are to be maintained in line with clause 14 (a,b,c) and are to be returned to Bristlecone's IT department at the time of employee's exit. Non-submission of assets would warrant recovery, as per the company asset policy.

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(e) The Employee will comply with, and do all things necessary to permit the Company to safeguard its Confidential Information and he/she shall promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information.

12. NDA: Code of Conduct:

(a) In the interest of securing the proprietary information and confidentiality of the Organization, it is mandatory for each employee to sign the "Bristlecone Code of Conduct" during employment. Any employee who is found not abiding to the code of conduct would be held responsible for breach of the same and appropriate disciplinary action would be taken against this.

(b) All information pertaining to Compensation and Benefits are treated as confidential. Employees are expected not to share details regarding the same with any other internal or external person. Any such information that needs to be shared by any employee can be done with prior authorization of HR.

(c) Employees who leave Bristlecone are required not to share any information pertaining to the organization, or any of the business entities Bristlecone operates with. All databases, equipment provided to employee are the property of Bristlecone and any kind of practice which results in bringing damage to the organization will not be favorably viewed. The employees will be liable to compensate for the damage, which may result due to such practices.

13. Non-Solicitation and Non-Compete

(a) Any employee working for a competitor, upon termination or resignation, should not gain competitive advantage by abusing confidential information about Bristlecone's trade secrets or sensitive information such as customer/client lists, business practices, upcoming products and marketing plans.

(b) The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of 12 months following the date of termination of Employee's employment with the Company for any reason, the Employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

(i) Solicit and/or attempt to solicit employment of or advise any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation or any person or organization providing services to or through Company and/or its Affiliates to terminate his or her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or

(ii) Contact and/or attempt to contact any of the existing or prospective clients or customers (i.e. any person or organization with whom the Company and/or its Affiliates is in advanced stages of exploring a professional or business relationship) of the Company and/or its Affiliates to entice such

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8. Your address given in the application form will be deemed to be correct for the purpose of sending an communication to you. In case of any change in your address you will inform the HR team in writing abou the same within 7 days failing which any communication sent to your last recorded address will be deeme to have been, dully served upon you.

9. You will be governed by the Company's rules, regulations and practices as intimated / published in intrane from time to time in respect of matters not covered by this letter of appointment. Company's decisions on a such matters shall be final and binding on you.

   You will be governed by the HR policies as published in the intranet of the Company. Any changes will be intimated to you by a group mail on a periodic basis and you are expected to keep yourself updated visiting the site regularly. The Employee's employment with the Company shall be in accordance with the terms and conditions set forth in this Agreement and in accordance with the Company Policies as may be amended from time to time and such other policies as may be made applicable to the Employee from time to time.

10. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company will be entitled to terminate your services without any notice or obligation

11. Conflicts of Interest and Confidentiality.

   (a) You must not at any time whilst you are an employee of the Company (except so far as is required for the proper performance of your duties) nor after your employment with the Company has ended communicate or divulge to any person ("person" shall include a firm or company or other body) or make use of or permit any other person to make use of for your own or any other person's benefit any trade secrets or other Confidential Information relating to the Company or any Group Company and any of its or their respective business interests or customers or clients.

   (b) For the purposes of paragraph 11.a, "Confidential Information" shall include trade secr customer/client / supplier lists, contact details of clients, customers and suppliers and individuals within those organizations; technical information, know-how, research and development; financial projections, target details and accounts; fee levels, pricing policies, commissions and commission charges; budgets, forecasts, reports, interpretations, records and corporate and business plans; planned products and services; marketing and advertising plans, requirements and materials, marketing surveys and research reports; market share and pricing statistics; and computer software and passwords. All such information which is not in the public domain shall be deemed to be confidential

   (c) During the course of your employment with the Company, you may not provide services or advice to any competitor organization which is involved in a commercial negotiation of any kind in which the Company is also participating.

   (d) During the Term of employment and always thereafter, Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

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Regd. Office: Gateway Building, Apollo Sunder, Mumbai - 400 001, India. CIN: U30007MH1991PLC064368

cognizant

(2)

Superset ID: 3206468

Letter of Intent (LOI)

Date: November 25, 2022

Dear VRUNDA PARMESHWAR MANE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

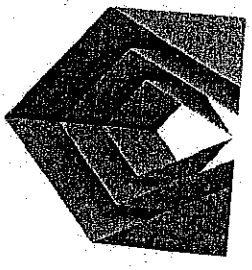
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



cognizant

(3)

Superset ID: 3206428

Letter of Intent (LOI)

Date: November 25, 2022

Dear ATHARVA PRAVIN PAKHODE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/-** per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

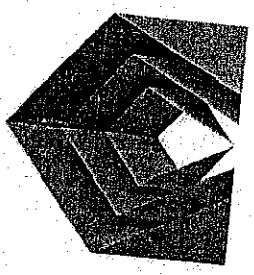
GenC HR Team will reach out to you over email to guide you on the next steps.

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



SIEMENS energy

(4)

ARYAN RAHUL DESHPANDE
Contact: 7774922910
Email: aryand439@gmail.com

Date: 16-Mar-23
Name & Email: Mehul Parekh
Muhul.parekh@siemens-energy.com
Department: Human Resources
Company: Siemens Energy Industrial Turbomachinery India Private Limited
Our reference: 242521/ 5972995

Dear **ARYAN RAHUL DESHPANDE,**

We're really excited you want to join **Siemens Energy** and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** in **Siemens Energy** starting from Monday, **03 July 2023** in **Pune.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 5,00,000/-** p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.
2. **Office location** – You are initially appointed to work in our **Pune** office.
3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
4. **Date of birth** – Based on your declaration we have recorded your date of birth as **19-Feb-2001.**
5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.
6. **Confirmation** - After successful completion of your one year training you will be paid salary of 6,50,000/- (Rupees Six lakhs & fifty Thousands only)

We welcome you as a member of Siemens Energy family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Energy Industrial Turbomachinery India Private Limited

Parekh Mehul
Digitally signed by Parekh Mehul
DN: cn=Parekh Mehul, c=DE, o=Siemens, email=mehul.parekh@siemens-energy.com
Date: 2023.03.16 19:16:03 +05'30'

Mehul Parekh
Head Human Resources

SIEMENS energy

Annexure III

Terms & Conditions of Employment – General

Employee shall observe and conform to such duties, directions and instructions as communicated to him by the Company and those in authority over him.

Employee shall not at any time hereafter, without the consent in writing of the Company except under legal process, divulge or utilize any matter relating to the Company's transactions or dealings, which are of confidential nature.

Employee shall not use any of the designs, drawings, software, literature, and machines etc. of the Company for any purpose other than Company's business.

All software including packages as well as its associated documentation developed by the employee in the course of the duties shall be sole and exclusive property of the Company.

Employee shall be true and faithful to the Company in all his accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required, render a true and just account thereof to the Company or such persons as shall be authorized to receive the sum.

Employee shall not during the continuance of his employment, without the consent of the Company in writing, be employed or interested, directly or indirectly in any other trade or business, employment or occupation whatsoever and will devote the whole of his time and attention to his duties.

Employee shall be responsible for safekeeping and return, in good condition and order, of all Company's property, which may be in his use, custody or charge.

A high standard code of conduct is expected from an employee and any behavior reflecting unfavorably on him or the Company is questionable and liable for disciplinary action. Employee shall also ensure compliance to the Business Conduct Guidelines (BCG) that are globally binding rules for all employees applicable across Siemens, the details of which are available on the HR Intranet. In addition, The BCG declaration form (available on the HR intranet) is required to be signed by every employee upon joining/promotion and once in every two years thereafter.

Employee shall abide by the information security policy of the organization and adhere to it.

At the time of separation from the services of the Company, the employee is expected to settle all his outstanding dues towards the Company including the Liquidated Damages, if any, etc. at once. In case of any default/ delay in settlement of outstanding dues, the Company will be free to recover such dues by appropriate means, with interest at the market rate.

Employee shall also be required to abide by terms and conditions in addition to those mentioned above which are in force for the time being, or may be framed from time to time.

SIEMENS energy

Annexure II

Service Conditions

1. Service Conditions Overall

You shall serve the company diligently, faithfully and to the best of your skill and ability. You shall perform the duties entrusted to you with high standard of initiative, efficiency and economy. You shall at no time refuse to do any work/activities as allotted to you by your supervisors. You shall endeavor to increase your knowledge and skill through execution of jobs assigned to you from time to time.

You will be governed by rules, regulations and service conditions (as mentioned in the attached Annexures), applicable to the employees of your level working in the establishment of the company in which you will be working. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time.

2. Working Hours

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may be required to work in shifts as and when considered necessary by the Company.

3. Holidays

You will be entitled to paid holidays as decided by Management. Such list of holidays will be notified at the beginning of the year.

4. Work Location

You are initially appointed to work in the location noted in the above letter. Based on business requirements, you may be temporarily or permanently transferred to any company forming part of Siemens Energy or to its associate companies or business associates anywhere in India or overseas at the sole discretion of the company. You may be required to furnish a specific Service Agreement/Deputation Agreement if you are sent abroad for the purpose of training or Company's business.

5. Training and Confirmation

You shall be on training for a period of one-year. The training period may be extended by the company at its sole discretion. During the training period or any extension thereof, either party is at liberty to discontinue the appointment, without assigning any reason, by giving one month's notice, or payment in lieu thereof. On successful completion of training on or any extension thereof, you will be confirmed in the services of the Company by issuing a confirmation letter mentioning the effective date of such confirmation. Until the time the letter is issued, you shall be deemed to continue on training period. Thereafter your employment will be subject to termination by three months' notice or payment in lieu thereof.

Any request of an employee for release earlier than three months will be solely at the discretion of the manager concerned and the shortfall in such notice period shall be recovered from the salary (basic pay) subject to the decision of the manager.

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Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no 242521/ 5972995 dated **16 March 2023**) plus the enclosed Annexures and accept employment with **Siemens Energy** with our internal organizational unit, job family and IN-TI-BASTU-PR12

Enclosures:

Annexure I – Compensation structure
Annexure II – Service conditions
Annexure III – Terms & conditions of employment
Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
Annexure V – Joining formalities

Signature: _____ **Signing Date:** _____
ARYAN RAHUL DESHPANDE

(5)

Offer: Computer Consultancy
Ref: TCSL/CT20223947509/Pune
Date: 28/12/2022

Mr. Siddharth Sanjay Shitole
Flat No. 16, Shreyash Residense, Vitthal Darshan Colony,Alandi Road,
Shastri Chowk, Bhosari,
Pune-411039,
Maharashtra.
Tel# -

Dear Siddharth Sanjay Shitole,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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.

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

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

Loans

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

Professional Memberships

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

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TCSL/CT20223947509

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nityam Tiara, Ground Floor, S No 103/A/1/109, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
[illegible] Email: [illegible]@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784/-** 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.

e 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 ₹**5,914/-** 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. **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

(6)

Fleetguard®

Filtrum™

22nd March 2023

HRD/Mar23/25

OFFER OF EMPLOYMENT

Sanyogini Mohite
S No-293, 10-11/1 B/1, Galli No 7,
Adsul Chal,Opposite Datta Mandir,
Karvenagar, Pune- 411052.

Dear Ms. Sanyogini Mohite,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of "Trainee (GET)" for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be Rs. 4,41,600 /- (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

Offer Accepted

Sanyogini Mohite

Fleetguard Filters Private Limited

Corporate Identification No. U29197MH1987PTC042672

Regd. Office: 136, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India. Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222
Fax: +91 20 3997 0333 | Email: marketing@fleetguard-filtrum.com | Website: www.fleetguard-filtrum.com

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Annexure

Employee Name :	Sanyogini Mohite	
Designation / Grade :	Trainee (GET)/ TR1	
A	Component Details	Amount
Sr No	Monthly Payables	In Rupees
1	Basic Salary/Stipend	15,000.00
2	Misc. Allowance	20,000.00
Total Gross Per Month		35,000.00
B	Annual payables	
1	Employer Contribution to PF	21,600.00
CTC (A+B)		4,41,600.00
Benefits other than CTC		
Gratuity is payable only after completion of 5 years of continuous service (Provision as per Gratuity Act).		
Hospitalization Benefit = GPAP benefit for employee self and mediclaim coverage is provided for self and dependents.		
Standard Deductions		
Employee contribution to Provident Fund will be deducted as per applicable PF rules.		
Taxation will be governed by the Income tax rule as per applicable tax slab/s.		
**Above compensation figures are strictly confidential and should not be disclosed to anyone in the organization.		

Offer Accepted

Sanyogini Mohite.

Fleetguard Filters Private Limited

Corporate Identification No. U29197MH1987PTC042672

Regd. Office: 136, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India. Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222
Fax: +91 20 3997 0333 | Email: marketing@fleetguard-filtrum.com | Website: www.fleetguard-filtrum.com

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(7)

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22nd March 2023

HRD/Mar23/26

OFFER OF EMPLOYMENT

Srushti Shinde
S No. 1, Jayprakash Nagar, Gavali Ali,
Mundhwa, Pune,
Maharashtra- 411036.

Dear Ms. Srushti Shinde,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of "Trainee (GET)" for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be Rs. 4,41,600 /- (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

Offer Accepted
Shinde
Srushti Shinde

8

Annexure 1

Salary Comparison and Offer				
Name	Mr. Shreyas Parchure			
Designation	Graduate Engineer Trainee			
Age - Yrs	22 years			
Location	KSB Tech ,Pune			
Qualification	B.E - Mechanical Engineering			
Experience - Yrs.	NA			
Salary Heads	**Existing**		**Offer**	
	P.M.	**P.A.**	**P.M.**	**P.A.**
Basic	0.00	0.00	15000.00	180000.00
HRA	0.00	0.00	3200.00	38400.00
Supplementary Allowance	0.00	0.00	10840.00	130080.00
Gross Salary - ST 1	**0.00**	**0.00**	***29040.00***	***348480.00***
LTA	0.00	0.00	0.00	0.00
Medical reimbursement	0.00	0.00	0.00	0.00
Total Fixed Cash - ST 2 (ST 1 + LTA)	**0.00**	**0.00**	***29040.00***	***348480.00***
Gratuity	0.00	0.00	0.00	0.00
PF	0.00	0.00	1800.00	21600.00
Total Salary - ST 3	**0.00**	**0.00**	**30840.00**	**370080.00**
Canteen Exemption*	0.00	0.00	2000.00	24000.00
Health Insurance Premium*	0.00	0.00	800.00	9600.00
CTC= ST3 + Canteen Exemption* + Health Insurance Premium*	**0.00**	**0.00**	**33640.00**	**403680.00**
Notes:				
You will be under training period for 1 year. Based on your performance you shall be absorbed.				
You will be entitled for leaves as per Company leave policy.				
You will sign employment bond of 3 years with company including 1 year of training period.				
Working hours as per KSB Tech requirements. Weekly off- Saturday/ Sunday				
Expected date of joining: 15.06.2023				
S.Y.Aphale GM -HR & OD Date: 20.04.2023		Accepted		
The contents of this offer are confidential and you are requested not to disclose the same.				

(9)

praj

Date: 2nd May 2023

Subject: Selection Letter

Dear Parag Dhamne

Congratulations!

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of "Graduate Engineer Trainee" in our organization.

You will be under training period for one year. You will be entitled for an annual salary of *INR 4,50,000/-*.

Your joining date will be 4th July 2023 (Tuesday).

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature _____

Name Parag Rajendra Dhamne

Date 05/May/2023

(9)

praj

Date: 2nd May 2023

Subject: Selection Letter

Dear Parag Dhamne

Congratulations!

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of "Graduate Engineer Trainee" in our organization.

You will be under training period for one year. You will be entitled for an annual salary of *INR 4,50,000/-*.

Your joining date will be 4th July 2023 (Tuesday).

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive Joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature Dhamne

Name Parag Rajendra Dhamne

Date 05/May/2023

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of "Graduate Engineer Trainee" in our organization.

You will be under training period for one year. You will be entitled for an annual salary of *INR 4,50,000/-*

Your joining date will be 4th July 2023 (Tuesday).

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive Joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature

Name Pawar Rajendra Dharma

Date 05/May/2023

(10)

Nellsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057, India
CIN: U72200PN1991PTC062192 | info@nellsoft.com | www.nellsoft.com

HR/OFL/3/2023/19

CONFIDENTIAL

March 02, 2023

Ms. Nikita Bhamare
60th Faty Road, Agapashri Colony, Behind Bus Stand, Shivaji Nagar
8308036176

Dear Nikita,

Subject: Offer of Employment

Congratulations. We are pleased to appoint you as **Graduate Engineer Trainee** at Nellsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjawadi Phase III, Pune 411057, India** office subject to the following:

1. You are required to join the Company from **July 03, 2023**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated, you will undergo a formal induction to the company, training and project familiarity process, for a period of between 4 to 6 months. This could be at any of the Company's locations and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above, you will be working from our "Hinjawadi Office campus".
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300 000 (Rupees Three Lac Only)** which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A.
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (Seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09:30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Nellsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 A, Sadhu Vaswani Chowk, Pune - 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Akangi Sharma** (on Email ID: **akangi.sharma@nellsoft.com** / Tel: **8975385100**).

We welcome you into the Nellsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For Nellsoft

Priya Damle
Chief Human Resources Officer

I accept the offer and will report for duties on 3 July 2023
Signature: NMB
Date: 21 March 2023
Place: Pune

Neilsoft

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift systems as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour. Normal working hours is between 9:00 am to 6:00 pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto) and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company** – Your services may be terminated by the Company without notice or any of the following:

a) Your breach of any of these terms or any other agreement signed by you with the Company, or
b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
e) Any act or omission by you that may have the effect of hurting the reputation or business of the Company or causing loss to the Company, or
f) Your failure to comply with the instructions specified in Schedule I hereto, or
g) Your Unauthorized absence from work, or
h) Your insubordination, or
i) Your misconduct.

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company.

Joining Expenses – If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057, India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

Date: March 02, 2023

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Ms. Nikita Bhamare** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X-ray chest PA
- Physical Examination
- Vision Test Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you,
Yours truly,

For Neilsoft

Priya Damle
Chief Human Resources Officer

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup.

Other Centers :

Chinchwad	Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 - 46770239
Magarpatta	S 10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune - 411013
Pimple Saudagar	Shop No 205, 2nd Floor, Rainbow Plaza Near Shiva Garden Chowk, Pimple Saudagar, Pune - 411057 Phone : 020 - 46781915
Kalyani Nagar	Ground Floor, B1 building, Cerebrum IT Park, Kalyani Nagar, Pune - 411014
Viman Nagar	Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014
Kothrud	Jehangir Sapolality Hospital - Kothrud, 46/2B/2, Paud Road, Kothrud Pune 411038 Tel : 020-25431758 / 25431362 Mob : 9766871614

Letter of Intent | Bristlecone India Limited (Mahindra Group)

1 message

Shantanu Upasani <shantanu.upasani@bristlecone.com>
To: kalevikky2045@gmail.com <kalevikky2045@gmail.com>
Cc: SAUMYA SINGH <saumya.singh1@bristlecone.com>

Tue, Aug 23, 2022 at 5:51 PM

Dear Vikky Mukund Kale

On behalf of all the members of Bristlecone family, we welcome you. We have really enjoyed speaking with you and getting to know you during the interviews.

Kindly find below the Letter of Intent.

NAME	:	Vikky Mukund Kale	
DESIGNATION	:	Associate	
DATE OF JOINING	:	After completion of final exams of selected student	
COST TO COMPANY	:		INR 425,000
FIXED SALARY	:		INR 425,000
VARIABLE PAY	:	0.00%	INR 0

SALARY COMPONENTS (INR)	MONTHLY	ANNUAL
BASIC SALARY	INR 15,000	INR 180,000
FLEXI PAY*	INR 17,895	INR 214,742
PROVIDENT FUND (Employer Contribution)**	INR 1,800	INR 21,600
GRATUITY (Employer Contribution)***	INR 722	INR 8,658
MONTHLY GROSS SALARY (PRE-TAX)	INR 31,095	

Fixed Salary includes company's contribution to Provident Fund & Gratuity

Basic Salary will be INR 180,000 or 25% of Fixed salary, whichever is higher

Monthly Gross Salary (Pre-Tax) Includes Basic and Flexi Pay, less Employee's contribution to PF
*Please refer to Annexure I for details on Flexi Pay components #Balancing amount after selecting Flexi Pay options shall be paid as Supplementary Allowance
**PF contribution as per prevailing laws is 12% of basic pay ***Gratuity is as per prevailing laws is 4.81% of Basic Pay - Employees completing 4 Years & 240 Days of continuous service are eligible for Gratuity payout

Flexi Pay Components		
Options	**Monthly**	**Yearly**
House Rent Allowance	40% of Basic (Non-Metro Cities) & 50% of Basic (Metro Cities)	
Meal Coupons	Fixed at INR 2200	Fixed at INR 26400
Child Education Allowance	Fixed at INR 100	Fixed at INR 1200
Telephone Reimbursement	Fixed at INR 1500	Fixed at INR 18000
LTA (Leave Travel Allowance)	Fixed at INR 6250	Fixed at INR 75000
Books & Periodicals	INR 1000	INR 12000
Car Running & Maintenance Reimbursement	INR 1800 for all vehicles below 1600 cubic capacity and INR 2400 for all vehicles above 1600 cubic capacity	INR 21600 for all vehicles below 1600 cubic capacity and INR 28800 for all vehicles above 1600 cubic capacity
Driver's Salary	Fixed at INR 900	Fixed at INR 10800

You will be eligible for total Flexi Pay as per the CTC letter with the flexibility to choose any / all the above-mentioned elements to create a tax efficient salary structure as per your need. Tax benefits on the above-mentioned options are subject to submission of bills. If bills are not submitted by the end of financial year, the amount is paid to employees post applicable tax deductions.

Mediclaim:

- Over and above the committed fixed CTC, company is providing Mediclaim insurance coverage for a sum insured amount of Rs.6,00,000/- per annum as a family floater (for self, spouse and 2 children). Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis

Letter of Intent | Bristlecone India Limited (Mahindra Group)

1 message

Shantanu Upasani <shantanu.upasani@bristlecone.com>
To: kalevikky2045@gmail.com <kalevikky2045@gmail.com>
Cc: SAUMYA SINGH <saumya.singh1@bristlecone.com>

Tue, Aug 23, 2022 at 5:51 PM

Dear Vikky Mukund Kale

On behalf of all the members of Bristlecone family, we welcome you. We have really enjoyed speaking with you and getting to know you during the interviews.

Kindly find below the Letter of Intent.

NAME	:	Vikky Mukund Kale	
DESIGNATION	:	**Associate**	
DATE OF JOINING	:	**After completion of final exams of selected student**	
COST TO COMPANY	:		**INR 425,000**
FIXED SALARY	:		**INR 425,000**
VARIABLE PAY	:	**0.00%**	**INR 0**

SALARY COMPONENTS (INR)	MONTHLY	ANNUAL
BASIC SALARY	INR 15,000	INR 180,000
FLEXI PAY*	INR 17,895	INR 214,742
PROVIDENT FUND (Employer Contribution)**	INR 1,800	INR 21,600
GRATUITY (Employer Contribution)***	INR 722	INR 8,658
MONTHLY GROSS SALARY (PRE-TAX)	**INR 31,095**	

Fixed Salary includes company's contribution to Provident Fund & Gratuity

Basic Salary will be INR 180,000 or 25% of Fixed salary, whichever is higher

Monthly Gross Salary (Pre-Tax) includes Basic and Flexi Pay, less Employee's contribution to PF
*Please refer to Annexure I for details on Flexi Pay components #Balancing amount after selecting Flexi Pay options shall be paid as Supplementary Allowance
**PF contribution as per prevailing laws is 12% of basic pay ***Gratuity is as per prevailing laws is 4.81% of Basic Pay - Employees completing 4 Years & 240 Days of continuous service are eligible for Gratuity payout

Flexi Pay Components		
options	**Monthly**	**Yearly**
House Rent Allowance	40% of Basic (Non-Metro Cities) & 50% of Basic (Metro Cities)	
Meal Coupons	Fixed at INR 2200	Fixed at INR 26400
Child Education Allowance	Fixed at INR 100	Fixed at INR 1200
Telephone Reimbursement	Fixed at INR 1500	Fixed at INR 18000
LTA (Leave Travel Allowance)	Fixed at INR 6250	Fixed at INR 75000
Books & Periodicals	INR 1000	INR 12000
Car Running & Maintenance Reimbursement	INR 1800 for all vehicles below 1600 cubic capacity and INR 2400 for all vehicles above 1600 cubic capacity	INR 21600 for all vehicles below 1600 cubic capacity and INR 28800 for all vehicles above 1600 cubic capacity
Driver's Salary	Fixed at INR 900	Fixed at INR 10800

You will be eligible for total Flexi Pay as per the CTC letter with the flexibility to choose any / all the above-mentioned elements to create a tax efficient salary structure as per your need. Tax benefits on the above-mentioned options are subject to submission of bills. If bills are not submitted by the end of financial year, the amount is paid to employees post applicable tax deductions.

Mediclaim:

- Over and above the committed fixed CTC, company is providing Mediclaim insurance coverage for a sum insured amount of Rs.6,00,000/- per annum as a family floater (for self, spouse and 2 children). Besides this, voluntary options have been given to employees to cover their dependent parents at corporate rates on a self-paid basis

- Also, the company provides coverage under group personal accident (GPA) Insurance as per the company's policy.

Please note this is not the final offer. The actual offer will be shared with you after the acceptance of LOI and internal approvals. Kindly mail us your acceptance

Kindly share the below-listed documents only in PDF format along with Application form (attached)

- Graduation degree certificate / Final year marksheet (Can be shared after course completion)
- Post – Graduation degree certificate (If applicable)
- Appointment letter of previous company (If applicable)
- Relieving letter of previous company (if applicable)
- Last 3 months payslips (if applicable)
- PAN card copy
- Aadhar card copy
- Passport copy (if recently applied, please share passport application form)
- Recent passport size photograph (with white background)
- Resume

Thanks

Shantanu Upasani

Talent Acquisition

Pune, Maharashtra - INDIA

Email : shantanu.upasani@bristlecone.com | **www.bcone.com**

BRISTLECONE

DISCLAIMER : - The contents of this E-mail (including the contents of the enclosure/(s) or attachment/(s) if any) are the privileged and confidential material of Bristlecone and should not be disclosed to, used by or copied in any manner by anyone other than the intended addressee/(s). If this E-mail (including the enclosure/(s) or attachment/(s) if any) has been received in error, please advise the sender immediately and delete it from your system. The views expressed in this E-mail message (including the enclosure/(s) or attachment/(s) if any) are those of the individual sender.

Disclaimer

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Application for Employment V4 updated.doc
125 KB

Letter of Intent | Bristlecone India Limited (Mahindra Group)

1 message

Shantanu Upasani <shantanu.upasani@bristlecone.com> Tue, Aug 23, 2022 at 5:51
To: kalevikky2045@gmail.com <kalevikky2045@gmail.com>
Cc: SAUMYA SINGH <saumya.singh1@bristlecone.com>

Dear Vikky Mukund Kale

On behalf of all the members of Bristlecone family, we welcome you. We have really enjoyed speaking with you and getting to know you during the interviews.

Kindly find below the Letter of Intent.

NAME	:	Vikky Mukund Kale
DESIGNATION	:	Associate
DATE OF JOINING	:	After completion of final exams of selected student

Fleetguard®

(12)

Filtrum

24th March 2023 HRD/Mar23/44

OFFER OF EMPLOYMENT

Ameya Gandhi
17/253 Lokmanya Nagar, Lal Bahadur Shastri Road,
Opp Jogging Park, Lokmanya nagar, Pune, Maharashtra-411030.

Dear Mr. Ameya Gandhi,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of "Trainee (GET)" for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be Rs. 4,41,600 /- (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

Offer Accepted

AGandhi.

Ameya Gandhi

Fleetguard Filters Private Limited
Corporate Identification No. [illegible]
Regd. Office: 135, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India. Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222
Fax: +91 20 3997 0333 | Email: marketing@fleetguard-filtrum.com | Website: www.fleetguard-filtrum.com

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Filtrum

Annexure

Employee Name :	Ameya Gandhi	
Designation / Grade :	Trainee (GET)/ TR1	
A	Component Details	Amount
Sr No	Monthly Payables	In Rupees
1	Basic Salary/Stipend	15,000.00
2	Misc. Allowance	20,000.00
Total Gross Per Month		35,000.00
B	Annual payables	
1	Employer Contribution to PF	21,600.00
	CTC (A+B)	4,41,600.00

Benefits other than CTC
Gratuity is payable only after completion of 5 years of continuous service (Provision as per Gratuity Act).
Hospitalization Benefit = GPAP benefit for employee self and mediclaim coverage is provided for self and dependents.
Standard Deductions
Employee contribution to Provident Fund will be deducted as per applicable PF rules.
Taxation will be governed by the Income tax rule as per applicable tax slab/s.
**Above compensation figures are strictly confidential and should not be disclosed to anyone in the organization.

Offer Accepted

AGandhi

Ameya Gandhi

Fleetguard Filters Private Limited

Corporate Identification No. U29197MH1987PTC042672

Regd. Office: 136, Park Manna Road, Baner, Pune - 411 045 Maharashtra, India. Tel: +91 20 6717 9111/222, +91 20 3997 0111/222

Fax: +91 20 3997 0333 | Email: marketing@fleetguard-filtrum.com | Website: www.fleetguard-filtrum.com

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Filtrum

22nd March 2023

HRD/Mar23/24

OFFER OF EMPLOYMENT

Madhura Gulavani
Block No 12, Susrusha Nagari, Mohite Mala
Kalamba, Kolhapur, Maharashtra- 416007.

Dear Ms. Madhura Gulavani,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of "Trainee (GET)" for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be Rs. 4,41,600 /- (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

Offer Accepted
Gulavani
Madhura. Gulavani.

Fleetguard Filters Private Limited
Corporate Identification No. [illegible]
Regd. Office: 136, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India. Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222
Fax: +91 20 3997 0333 | Email: marketing@fleetguard.filtrum.com | Website: www.fleetguard.filtrum.com

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Filtrum

Annexure

Employee Name :	Madhura Gulavani	
Designation / Grade :	Trainee (GET)/ TR1	
A	Component Details	Amount
Sr No	Monthly Payables	In Rupees
1	Basic Salary/Stipend	15,000.00
2	Misc. Allowance	20,000.00
Total Gross Per Month		35,000.00
B	Annual payables	
1	Employer Contribution to PF	21,600.00
	CTC (A+B)	4,41,600.00
Benefits other than CTC		
Gratuity is payable only after completion of 5 years of continuous service (Provision as per Gratuity Act).		
Hospitalization Benefit = GPAP benefit for employee self and mediclaim coverage is provided for self and dependents.		
Standard Deductions		
Employee contribution to Provident Fund will be deducted as per applicable PF rules.		
Taxation will be governed by the Income tax rule as per applicable tax slab/s.		
**Above compensation figures are strictly confidential and should not be disclosed to anyone in the organization.		

Offer Accepted

Gulvani

Madhura Gulavani

Fleetguard Filters Private Limited

Corporate Identification No. U29199MH1998PTC043677

Regd. Office: 136, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India. Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222

Fax: +91 20 3997 0333 | Email: marketing@fleetguard-filtrum.com | Website: www.fleetguard-filtrum.com

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Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057 India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

HR/OFL/3/2/2023/18

CONFIDENTIAL

March 02 2023

Mr Pritam Taksal
A/P Kesapur, Tal Rahuri
7218128717

Subject: Offer of Employment

Dear **Pritam,**

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 03, 2023**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto
8. You shall keep the contents of this offer and any Annexure hereto confidential
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Akangi Sharma** (on Email ID: **akangi.sharma@neilsoft.com / Tel:- 8975385100**)

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Priya Damle
Chief Human Resources Officer

I accept the offer and will report for duties on _____

Signature _____

Date _____

Place _____

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057 India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

Date: March 02, 2023

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr Pritam Taksal** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs 800/- (Rupees Eight Hundred Only) directly from the individual

Thanking you
Yours truly

For Neilsoft,

Priya Damle
Chief Human Resources Officer

Please note:

Timing From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup

Other Centers :

Chinchwad	Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone 020 –46770239
Magarpatta	S 10, 2nd Floor, Destination center Magarpatta, Hadapsar, Pune – 411013
Pimple Saudagar	Shop No 205, 2nd Floor, Rainbow Plaza,Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411027 Phone 020 – 48781915
Kalyani Nagar	Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune 411014
Viman Nagar	Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune 411014
Kothrud	Jehangir Specialty Hospital - Kothrud, 46/2B/2, Paud Road, Kothrud Pune 411038 Tel 020 25431758, 25431382 Mob 9766871614

Neilsoft

ANNEXURE A

Worksheet On Emoluments Of	Pritam Taksal
Date Of Joining	July 03, 2023
Designation	Graduate Engineer Trainee
Department / Division	
Location	Pune
Gender	M
Gross Salary (p.a.)	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	8,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	22,898
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	
Medical Allowance (Paid Quarterly)	
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	[illegible]
Total Gross Monthly (A+B)	25,000

Chief Human Resources Officer

Signature of the Associate

Note

1. The above compensation structure may be changed by the Company at its sole discretion from time to time

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift system as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :

   a) Your breach of any of these terms or any other agreement signed by you with the Company, or
   b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
   c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
   d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
   e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
   f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
   g) Your Unauthorized absence from work; or
   h) Your insubordination; or
   i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensatio described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resig from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)

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(15)

Date: November 10, 2022

Ref: LTI/HR/EN6/Campus/2023

Name: Durgesh Nankar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Durgesh Nankar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 35000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

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8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in **'Annexure-3'**.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

Signature and Date

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ANNEXURE-3

Name : Durgesh Nankar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	252012	21001
Bouquet of Benefits	351048	29254
Bonus	0	0
Base Salary (p.a.)	**603060**	**50255**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**603060**	
PF	30241	2520
Gratuity	12122	1010
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**55292**	**4607**
Cost to Company (CTC)	**658352**	**54862**

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

(16)

cognizant

Letter of Intent (LOI)

Superset ID: 3206386

Date: November 25, 2022

Dear **PARTH JIVARAJ KHEDEKAR,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time Internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time Internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

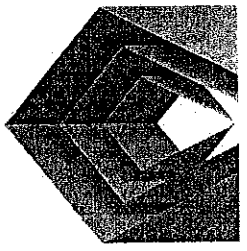
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



(17)

Offer: Computer Consultancy
Ref: TCSL/CT20223954526/Pune
Date: 21/09/2022

Mr. Kharat Ranjit Baban
Kanhegaon , Post PadhegaonKanhegaon,
Khalwadi,
Shrirampur-413721,
Maharashtra.
Tel# -7666601371

Dear Kharat Ranjit Baban,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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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.

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

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

Loans

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

Professional Memberships

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

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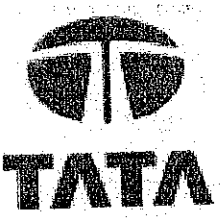

3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

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Accepted - Letter of Intent for Reliance Industries Limited

Inbox

Reliance Industries... 30 Jan
to me

Date: 30-01-2023

Hi OMKAR LANDGE,

Thank You for accepting the Letter of Intent. Please find attached your Letter of Intent and CTC Annexure for future reference.

Kindly keep a copy of this for your future reference.

Regards,

Reliance Industries Limited

If you'd like to unsubscribe and stop receiving these emails click here .

CTC Annexure.pdf

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19

Letter of Intent (LOI)

Superset ID: 3221513

Date: November 25, 2022

Dear **TANVI JAYPRAKASH GAVHANE,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

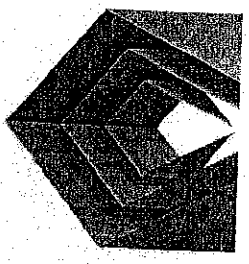
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar
Vice President - Human Resources



SIEMENS energy

Annexure III

Terms & Conditions of Employment – General

Employee shall observe and conform to such duties, directions and instructions as communicated to him by the Company and those in authority over him.

Employee shall not at any time hereafter, without the consent in writing of the Company except under legal process, divulge or utilize any matter relating to the Company's transactions or dealings, which are of confidential nature.

Employee shall not use any of the designs, drawings, software, literature, and machines etc. of the Company for any purpose other than Company's business.

All software including packages as well as its associated documentation developed by the employee in the course of the duties shall be sole and exclusive property of the Company.

Employee shall be true and faithful to the Company in all his accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required, render a true and just account thereof to the Company or such persons as shall be authorized to receive the sum.

Employee shall not during the continuance of his employment, without the consent of the Company in writing, be employed or interested, directly or indirectly in any other trade or business, employment or occupation whatsoever and will devote the whole of his time and attention to his duties.

Employee shall be responsible for safekeeping and return, in good condition and order, of all Company's property, which may be in his use, custody or charge.

A high standard code of conduct is expected from an employee and any behavior reflecting unfavorably on him or the Company is questionable and liable for disciplinary action. Employee shall also ensure compliance to the Business Conduct Guidelines (BCG) that are globally binding rules for all employees applicable across Siemens, the details of which are available on the HR Intranet. In addition, The BCG declaration form (available on the HR intranet) is required to be signed by every employee upon joining/promotion and once in every two years thereafter.

Employee shall abide by the information security policy of the organization and adhere to it.

At the time of separation from the services of the Company, the employee is expected to settle all his outstanding dues towards the Company including the Liquidated Damages, if any, etc. at once. In case of any default/ delay in settlement of outstanding dues, the Company will be free to recover such dues by appropriate means, with interest at the market rate.

Employee shall also be required to abide by terms and conditions in addition to those mentioned above which are in force for the time being, or may be framed from time to time.

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Annexure I

Name : Yogesh Dinesh Nawde
PL : 12
Division : Siemens Energy Industrial Turbomachinery India Private Limited

Compensation Structure

Sr. no.	Heads of Payment	Compensation (With Superannuation) (Rs.)	Compensation (Without Superannuation) (Rs.)
(A)	Basic Salary p.m.	16,667	16,6
(B)	Base Flexible Pay (BFP) p.m.	19,698	22,1
(C)	Base Pay p.m. (A + B)	36,365	38,8
	Retirals p.m.		
	Co. Cont. PF (12 % of Basic)	2,000	2,0
	Co. Gratuity Provision (4.81% of Basic)	802	8
	Company Contribution to SAF (15% of Basic)	2,500	
(D)	Total Retirals p.m.	5,302	2,8
(E)	Total Fixed Pay (TFP) p.m. (C + D)	41,667	41,6
(F)	Total Fixed Pay (TFP) p.a. (E * 12)	500,000	500,0
(G)	Performance Pay p.a. @100% on Base Pay*	-	-
(H)	Target Pay p.a. (F + G)	500,000	500,0

For Siemens Energy Industrial Turbomachinery Private Limited

Parekh Mehul — Digitally signed by Parekh Mehul, DN: cn=Parekh Mehul, c=DE, o=Siemens, email=mehul.parekh@siemens-energy.com, Date: 2023.03.16 19:18:57 +05'30'

Authorised Signatory

* PP is 0% of Base Pay

Payout of Performance pay will be based on PP scheme guideline from tim to time.

Opting for Compensation with / without Superannuation is a 'One time option' and cannot be revoked subsequently.

On becoming a member of Superannuation Scheme, one year of continuou service with the Company is mandatory before the Superannuation Corpus transferable/ payable to the member/nominee.

As per company policy, the entitlement of gratuity will be the actual eligible amount calculated in line with the Payment of Gratuity Act, 1972, without a upper cap. However any amount above ₹ 20 Lacs (if applicable) ...e subject to income tax as per rules.

All present & future taxes related to your employment will be borne by you.

Please put a tick for selecting Compensation option for Superannuation	With Superannuation	Without Superannuation

Employees Signature

Date :

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(20)

Yogesh Dinesh Nawde
Contact: 8623809701
Email: yogeshnawde26@gmail.com

Date: 16-Mar-23
Name & Email: Mehul Parekh
Muhul.parekh@siemens-energy.com
Department: Human Resources
Company: Siemens Energy Industrial Turbomachinery India Private Limited
Our reference: 242521/ 5973032

Dear **Yogesh Dinesh Nawde**,

We're really excited you want to join **Siemens Energy** and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** in **Siemens Energy** starting from Monday, **03 July 2023** in **Pune.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 5,00,000/-** p.a. (Rupees Five Lakhs Only), with the details provided in Annexure I.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.
2. **Office location** – You are initially appointed to work in our **Pune** office.
3. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
4. **Date of birth** – Based on your declaration we have recorded your date of birth as **26-Dec-2001.**
5. **Offer** – The Company reserves the right to withdraw this employment offer/conditional appointment before or after the start date, due to background/reference checks not being satisfactory and or there being restrictions on your ability to work with us. However, the above-mentioned reasons are not necessarily exhaustive, and the decision of the Company is final and binding.
6. **Confirmation** - After successful completion of your one year training you will be paid salary of 6,50,000/- (Rupees Six lakhs & fifty Thousands only)

We welcome you as a member of Siemens Energy family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Energy Industrial Turbomachinery India Private Limited
Parekh Mehul
Digitally signed by Parekh Mehul
DN: cn=Parekh Mehul, c=DE, o=Siemens, email=mehul.parekh@siemens-energy.com
Date: 2023.03.16 18:18:45 +05'30'
Mehul Parekh
Head Human Resources

SIEMENS energy

Annexure V

Joining Formalities

Please bring the following documents with you at the time of joining, with your originals also for verification.

1. This Offer Letter with your original signature (for hand over to Company) – On joining, this letter serves as your official Appointment Letter
2. Photocopy of birth certificate / S.S.C. certificate / mark sheet (2 copies)
3. All educational documents from 10th to highest education / semester wise mark sheet & provisional / convocation certificate (2 copies)
4. Photocopy of all previous employment / experience certificate / relieving certificate
5. Photocopy of passport / ration card / driving license / Aadhar card (3 copies)
6. Photocopy of PAN / acknowledgement of PAN application (3 copies)
7. To apply for PF transfer please bring the below necessary information:
   - PF number / EPS number
   - Previous employer contact details to contact for PF related communications
   - Whether previous company PF is maintained by Trust or RPFC account
   - RPFC office or PF trust address
   - Bank account number & Bank IFSC Code
8. To use your existing ICICI or HDFC Bank for your salary account, please bring a void cheque

If you have any questions, please contact us at:

- AskHR: Phone: 1-800-419-6677 (toll free number)

Monday till Friday between 6.00 am to 8.00 pm.

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Annexure II

Service Conditions

1. **Service Conditions Overall**

You shall serve the company diligently, faithfully and to the best of your skill and ability. You shall perform the duties entrusted to you with high standard of initiative, efficiency and economy. You shall at no time refuse to do any work/activities as allotted to you by your supervisors. You shall endeavor to increase your knowledge and skill through execution of jobs assigned to you from time to time.

You will be governed by rules, regulations and service conditions (as mentioned in the attached Annexures), applicable to the employees of your level working in the establishment of the company in which you will be working. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time.

2. **Working Hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may be required to work in shifts as and when considered necessary by the Company.

3. **Holidays**

You will be entitled to paid holidays as decided by Management. Such list of holidays will be notified at the beginning of the year.

4. **Work Location**

You are initially appointed to work in the location noted in the above letter. Based on business requirements, you may be temporarily or permanently transferred to any company forming part of Siemens Energy or to its associate companies or business associates anywhere in India or overseas at the sole discretion of the company. You may be required to furnish a specific Service Agreement/Deputation Agreement if you are sent abroad for the purpose of training or Company's business.

5. **Training and Confirmation**

You shall be on training for a period of one-year. The training period may be extended by the company at its sole discretion. During the training period or any extension thereof, either party is at liberty to discontinue the appointment, without assigning any reason, by giving one month's notice, or payment in lieu thereof. On successful completion of training on or any extension thereof, you will be confirmed in the services of the Company by issuing a confirmation letter mentioning the effective date of such confirmation. Until the time the letter is issued, you shall be deemed to continue on training period. Thereafter your employment will be subject to termination by three months' notice or payment in lieu thereof.

Any request of an employee for release earlier than three months will be solely at the discretion of the manager concerned and the shortfall in such notice period shall be recovered from the salary (basic pay) subject to the decision of the manager.

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6. **Retirement**

All employees will retire from the Company on attaining superannuation at the age of 60 years. However, the Company at its sole discretion, may decide to retire an employee prior to the employee attaining the age of superannuation.

7. **Maternity/Childcare Facilities for Women employees**

As part of the Company's efforts to support work life balance for women employees during and post maternity, apart from fully complying with the provisions of the Maternity Benefit Act, 1961 the Company also extends additional facilities such as extended paid/unpaid leave etc. For details of the Company policy on Maternity Benefit please refer to the Policies section on the Intranet.

8. **Confidentiality**

Please note that your compensation is personal and strictly between you and the Company. It has been determined based on numerous factors such as your education, experience, specific skills and professional merit. We advise you to use discretion in handling this information and any subsequent revisions made therein.

9. **Background Verification**

Your appointment is conditional upon satisfactory reference and background checks (education, employment history and other details furnished by you in your application). It is also contingent upon your ability to work for the Company without restriction (e.g. non-compete obligations or other restrictive clauses with any previous employer). In case any information given by you is found false or incorrect at any point in time of your employment, the appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.

10. **Residential Proof**

The address as indicated in your application shall be deemed to be correct for sending any communication to you. Any communication sent to you at the given address shall be deemed to have been served upon you. You shall inform the change in residential address, if any, in writing to the HR Department within three days from the date of such change.

11. **Programmes and Initiatives**

In order to remain competitive our Company undertakes number of programmes or initiatives like Benchmarking, Continuous Improvements, Cost reduction, Training and Development, reorganisation etc. You are required to actively participate and contribute to such programmes or initiatives.

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Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no 242521/ 5973032 dated **16 March 2023**) plus the enclosed Annexures and accept employment with **Siemens Energy** with our internal organizational unit, job family and IN-TI-BASTU-PR12

Enclosures:

Annexure I – Compensation structure
Annexure II – Service conditions
Annexure III – Terms & conditions of employment
Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
Annexure V – Joining formalities

Signature: _____ **Signing Date:** _____

Yogesh Dinesh Nawde

SIEMENS energy

Annexure IV
INTELLECTUAL PROPERTY RIGHTS & KNOW-HOW TERMS AND CONDITIONS OF EMPLOYMENT AGREEMENT

a) Company shall own all rights, titles and interests in the Intellectual Property which includes but not limited to all Work product and Know-How (including inventions, ideas, experiences, concepts, algorithms, designs, tools, trade secrets, source code, technical documentation, program development components, technologies, expert reports etc.) created/conceived by the Employee during the tenure of their employment with the Company. The Employee undertakes to waive and not assert any moral rights which may accrue to the Employee in respect of the Intellectual Property.

b) Employee shall disclose to the Company promptly in writing about any Intellectual Property including the Work product and the Know-How (tangible and intangible form) conceived/created during the tenure of their employment with the Company.

c) Company and its affiliates shall have right to seek statutory protection of the Intellectual Property in the form Intellectual Property Rights (IPRs) including Patents, Trademarks, Copyrights, Utility Models and/or Industrial Designs. Company and its affiliates shall be free to use, exploit, maintain and permit to lapse such IPRs.

d) If by operation of law or otherwise, any or all work product or any component or element thereof, is deemed to be the IPRs of the Company, the employee hereby agrees to assign, irrevocably and to the fullest extent permitted by law, to the Company and its affiliates, its successor and assigns, ownership of all such IPRs.

e) Employee agrees to cooperate with the Company to do whatever is reasonably necessary to secure and maintain the IPRs of the Company and/or establishing Company's rights over Intellectual Property during the course of their employment as well as after termination of the employment.

f) Employee shall not publish/present orally or in written form, except with the express written consent of Company, any information in related to the Intellectual Property including the Work product and Know-How in any form on third party platforms/ third party during the course of their employment as well as after termination of the employment.

g) Employee shall obtain necessary clearance from the Intellectual Property department of the Company before the last date of employment with the Company. Employee shall disclose to the Company promptly in writing about any Intellectual Property conceived/created during tenure of employment with the Company before the last date of employment with the Company. Upon termination of his/her employment, the Employee agrees to immediately return all tangible embodiments of the Intellectual Property, including but not limited to data, drawings, documents, and notes developed during their employment. Employee shall not make any copies or attempt to recreate the tangible embodiments of the Intellectual Property post termination of his/her employment with the Company.

h) Employee shall inform the Company at the commencement of his employment with the Company of all Intellectual Property previously made by him, which he is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made. The Company will be free to adopt any of the Employee's Intellectual Property disclosed to the Company at the commencement of his employment with the Company and conceived during his employment with the Company, and to assign to others the right to adopt it, and the Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of letters of patent or design registration in respect of such Intellectual Property. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

cognizant

Letter of Intent (LOI)

Superset ID: 3214268

Date: November 25, 2022

Dear AASHISH SHASHIKANT MAHALE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

M3 Technologies
B-202, Bramha Vantage, Near Aditya Shagun Mall, Bavdhan, Pune-411 021
Email Address : sales@m3tech.in Contact : 9011008239

22

Ref: M3T/23-24/SM/01

Date: 4/5/2023

To,
Mr.Rohit Rahul Sorate
E-4/24, Suryaprabha
Gardens, Bibwewadi,
Pune – 411 037.
9689930963

SUB: APPOINTMENT LETTER.

Dear Mr. Rohit Sorate,

With reference to your application and the subsequent interview, you had with us, weare pleased to appoint you in our organization on following terms & conditions:-

1. Your designation is – **Projects Executive.**
2. You have joined your duties on **2nd May 2023.**
3. Your Gross salary will be Rs. **20,000/-** per month as mentioned below.

Sr. No.	Salary Components	Amount
1	Basic	20,000.00
	Gross Salary (A)	**20,000.00**
	Statutory deductions Employee	
2	Professional Tax	200.00
	Total (B)	200.00
	Net in hand salary (A-B)	**19,800.00**

Our appointment will be governed by the annexure "A" appended herewith.

We welcome you to this organization and trust we will have a long and mutually rewarding association.

Please communicate your acceptance of this appointment by signing a copy of thisletter and returning it to us.

We wish you all the very best in your career with us, and we are confident that you willcontinue to build on the good work you have started.

FOR M3 Technologies

Shriram Pathalkar
Proprietor

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M3 Technologies
B-202, Bramha Vantage, Near Aditya Shagun Mall, Bavdhan, Pune-411 021
Email Address : [illegible] Contact : 9011008239

Ref: M3T/23-24/SM/01

Date: 4/5/2023

-: Annexure - A:-

ANNEXURE FORMING PART OF APPOINTMENT LETTER DATED – 4/5/2023

Emp. Name: Mr. Rohit Rahul Sorate

TERMS & CONDITIONS: (Page 1)

1. PERSONAL PARTICULARS: You shall keep the company informed about changes if any in your residential address so as to conform Communication by the company to right address.

2. NATURE OF WORK: You will act within the framework of organizational structure and policies and directions as lay down by the management from time to time. At your work place, you must effectively perform to ensure results. It will be reviewed for company's annual appraisal system.

3. PROBATION & CONFIRMATION: Six months from your date of appointment you will be in probation period, thereafter if your service found satisfactory, you will be confirm by issuing Confirmation Letter.

4. TRANSFER: Your service is liable to be transferred for work in any department/ anywhere in India depending on exigencies of work. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

5. WORKING HOURS: The shift timings will be based on your projects/assignments which will be priorly informed by management.

6. LEAVE: You will be eligible for privilege leave @ 15 Days per annum, Casual leave @ 5 days per annum & sick leave @ 4 Per annum. All leaves will be credited after confirmation in services.

7. BENEFITS: After confirmation you will be entitled for other benefits like Incentive, Local Conveyance/ Travel Allowance and Leaves As per Company rules.

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ADBOX MEDIA LLP
#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

TRAINEESHIP CUM JOB OFFER

27th September, 2022

Dear Kshitij Kishor Modhe,

We are very excited to extend this employment opportunity to you.

CTC Package: INR 8,50,000 over 2 years (including bonuses and benefits - please refer Annexure for detail)
Reporting Location: Pune
Probation Period: 4 months
Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer (post probation)

Your date of joining will be communicated shortly to you. The position starts with a 4-months immersive training and assistance phase where various Digital Marketing related responsibilities/ tasks shall be assigned to you, training and mentorship will be provided. This is a serious investment we will be making in anticipation of an excellent mutually beneficial relationship. During these 4 months training and assistance period you shall be paid half the salary (other half shall be paid on successful qualification and continuation along with your Annual Bonus on same terms as Annual Bonus). Post successful completion of the assistance phase you shall be designated as "Digital Marketing Analyst".

If your college allows substantial time for internship during your graduation, we may invite you to participate in assistance and training during the internship period. Such a successful internship with us shall accelerate your path to Digital Marketing Analyst role and you will be paid an additional Joining Bonus of upto INR 20,000 with your first salary (on terms same as Annual Bonus).

You will likely be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company. The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, data transfer, inventions assignment, software copyright and other terms agreed to in the internship and employment agreement(s) and other agreements with the company. You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before 28th September 2022. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Media LLP

(Gita Dhir)
Authorized Signatory

Kshitij Kishor Modhe

Innovating Possibilities

(24)

No: LOI/HR/UTS/04/2023/CFR

Date: March 9th, 2023

Dear Sanjeewani Sanjay Bhoite,

It is our pleasure to extend the Letter of Intent (LOI) to offer an employment to you on behalf of **ODC Universal Technological Solutions Pvt. Ltd.** You can join us on **13th March 2023.**

1. We will offer you the position of **Software Engineer at Pune (Base Location)** once you complete **Annexure 'C' till** then you will be offered as Internship against which you will be reimbursed **₹ 7500/- (₹ Seven Thousand Five Hundred Only)** per month on pro-rata basis maximum for 3 months.
2. Once the above-mentioned point '1' is completed your offer letter will be shared and you will be on probation for 6 months from the date of **Annexure 'C' completion against which you will be paid stipend of ₹ 22500/- (₹ Twenty-Two Thousand Five Hundred Only/- per month).**
3. During probationary period UTS reserve the right to terminate you if you are not doing well at your job or is otherwise deemed not suitable for a particular position.
4. You are not entitled for any leaves during probation period. However, you will be entitled for 06 days Casual Leave, 06 days Sick Leave per annum after probation period on pro rata basics.
5. You will be also eligible for 01 day Earned Leave which will be paid every month with salary if not availed after probation period.
6. On successful completion of probation period and verification on all required document mentioned in Annexure 'C' your appointment letter will be released with CTC approx. **₹ 375664/- (Rupees Three Lakhs Seventy-Five Thousand Six Hundred Sixty-Four Only)** per annum. Please refer **Annexure 'A' & Annexure 'B'** for the salary structure and other corporate benefits.
7. Office working hours starts from 9:30 AM through Monday to Friday. However, in case of business need you agree to support beyond Friday as and when required to meet the organizational goals.
8. You will be entitled of 10 days Holidays (Festivals & National Holidays) in a calendar year.
9. During the employment, you must comply by all policies of UTS. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
10. You will devote time and attention to your duties to promote the interests of the company and you will not, without previous written permission of the company, carry on any business or engage yourself in the services or employment of any other Company/Firm/Persons.
11. Your employment is terminable, without reasons, by either party giving **45 days (Forty-Five Days)** notice during probationary period and **90 days (Ninety Days)** notice on confirmation. UTS reserves the right to pay or recover salary in lieu of notice period and as mentioned in **Annexure 'B'**. Further, UTS 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 UTS desires the employee to continue the employment during the notice period you agree to do so.
12. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

We look forward to an enduring relationship with you.

Yours sincerely, Priti Deva Senior HR Manager ODC Universal Technological Solutions Pvt. Ltd.	I _____ accept the offer letter and associated terms and conditions. _____ Employee Signature

Innovating Possibilities

Annexure 'A'

Compensation Details			
#	Item	₹ Per Month	₹ Yearly
Part- A (Fixed Allowance)			
1	Basic	3232	38784
2	House Rent Allowance	1293	15516
3	Medical Allowance	1250	15000
4	Conveyance/WHF Allowance[1]	2000	24000
5	Performance Allowance[2]	3110	37320
6	Non LOP Allowance[3]	1037	12444
7	Special Allowance	3756	45072
8	Lunch Allowance[4]	1250	15000
9	Service Continuity Allowance[5]	8643	103716
10	Hi Speed Broadband Allowance (HBA)[6]	1000	12000
11	Earned Leave Allowance[7]	916	10996
	Total Fixed Allowance	**27487**	**329848**
Part- B (Other Contribution)			
12	PF Contribution Employer	1800	21600
	Total of Part B	**1800**	**21600**
	Total Fixed Gross Salary (Part A + Part B)	**29287**	**351448**
Part- C (Other Benefits)			
13	Gratuity	156	1866
14	Group Mediclaim (GMC)	1708	20500
15	Group Personal Accident Policy (GPA)	154	1850
	Total of Part C	**2018**	**24216**
	Total Yearly Cost to Company (A+B+C)		**375664**

- Company will provide ₹ 2.0 Lakhs Medical Insurance from for you, your spouse, two kids and 2 either of the parents.
- Company will provide up to ₹ 25.0 Lakhs Group Personal Accident Insurance for you.
- Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others.
- Applicable Taxes will be deducted as per Indian Govt. Rule for respective financial year.

offer letter Mech. (1)

Date: 13-Sep-2022

Ref No: AL/2021/OAL-BLR-ODC-0621

Mr.Gaurav Tushar Thakker
449, Isha Vastu Khadi Maidan Appolo Theater
Somwar Peth, Pune City, Maharashtra
Pune - 411011

Sub: Offer Letter cum Appointment Letter

Dear **Gaurav Tushar Thakker,**

With reference to your application and the subsequent interview you had with **"ALTEN India Private Limited"**. We have great pleasure in offering you an engagement under the following terms and conditions:

1. **Engagement Details:**

   a) Designation : **Trainee**
   b) Place of Posting : **Pune**
   c) Date of Joining : **03-Oct-2022**

2. **Compensation:**
   Your annual salary will be **INR 350004 /-**(Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure1-Compensation structure.

3. **Trainee Benefits:**
   a) **Insurance Coverage.**
      1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
      2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
      3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
      4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/-** & **₹25,000/-** Medical expenses are covered.

   b) **Statutory Benefit Entitlements.**

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1. Trainees' State Insurance (ESIC) as per the Trainees State Insurance Corporation Act, as applicable.
2. Trainees' Provident Funds & Miscellaneous Provisions Act, 1952.
3. Gratuity under the Payment of Gratuity Act, 1972.

c) **Special Occasion Benefits:**
Sodexo Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/- , as per the company policy.

d) **Leave / Holiday Entitlement:**
During your Engagement, you will be entitled for the leaves as per the leave policy of the company.

1. **Casual leave:** Applicable as per the company policy.
2. **Earned Leave:** Applicable as per the company policy.
3. **National Festival & Holidays:** Applicable as per the company policy.
4. **Maternity Benefit:** Applicable as per the provisions of Maternity Benefits Act.
5. **Paternity Leave:** As per the company policy.
6. **Bereavement Leave:** As per the company policy.

National Festival & Holidays: You will also be entitled to National & Festival holidays inclusive of 26thJanuary, 15thAugust, 1stMay and 2nd October as declared by ALTEN /client from time to time where you have been deployed.

Leave Grant and Approval:

a) Grant of Leave of absence shall depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you are required to apply in the prescribed tool to the appropriate authority at Customer location & copy to KAM/ Reporting Manager from ALTEN and seek prior approval for such leave.

b) Similarly, for extension of leave, an application through or the prescribed tool (GreytHR) will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the Human Resources department at least five (5) days prior to expiry of leave. While making such application you will state your address and contact phone number during the leave period. Mere submission of application shall not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing by the management, you will not be treated to be on leave.

4. **Training Period**

You will initially be on training for a period of Twenty-Four (24) months with probation period of 6 months from the date of joining, which may be extended or reduced at the sole discretion of the Company. If your services are either not confirmed or not terminated on completion of the period of training, the training period will stand automatically extended till the letter of confirmation is issued. Training may be cancelled at the sole discretion of the Company by providing one (1) month notice.

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5. **General Engagement Conditions:**

This Appointment letter and your engagement with the company are subject to:

a) **Background Verification:**

The engagement shall be conditional to a background and reference check carried out by the Company to its satisfaction based on the information furnished. If the information and records/documents are found to be incorrect or false, the Company reserves the right to terminate the Trainee without giving any reason/ notice/ payment in lieu thereof and take appropriate legal action.

b) **Reference:**

This appointment is also subject to satisfactory report from your former employers and the references given by you.

c) **Confidentiality /Nondisclosure/Non-Compete:**

You shall maintain confidentiality /secrecy and shall not give out to anybody/organization, by word of mouth or otherwise, particulars / details of our engagement process, technical knowhow, security arrangements, administrative and organizational matters of confidential and secret nature, which may be your personal privilege to gain knowledge by virtue of your Training with the company, unless compelled to do so by judicial authority or by permission in writing from the Management. You shall also not solicit / seek / explore engagement with the client and/or with any of the competitors serving the same client during your deputation and till six months from the date of relieving, and if found doing so the same would constitute breach of contract, conflict of interest and render yourself liable for legal action, including recovery of liquidated damages.

d) **Intellectual Property:**

The Trainee hereby agrees that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of his engagement, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this engagement with the Company shall belong to the Company absolutely and the Trainee shall have no claim or right in the proprietary rights and any breach will render him/her liable for legal action including recovery of liquidated damages.

e) **Onsite Agreement:**

Your execution of onsite travel or any such agreement shall be applicable for all projects/programs prevalent in the company.

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6. **Transfer & Deputation:**
Upon Joining, your work location would be based at **ALTEN-Pune.** You acknowledge and agree that the company is entitled to depute you in any of its client's office in India or abroad, temporarily or permanently, with prior intimation to you. Further, you acknowledge and agree that you may be assigned, transferred, or deputed to any of the establishments/branches of the company and your services will be subject to temporary or permanent interdepartmental or inter-company transfers.

7. **Prohibition of double Engagement:**
Your engagement with the company is in the capacity as a whole-time Trainee and during the period of engagement in the company, you will neither serve anywhere else part time or whole time, nor any interest for yourself in any other business, trade, profession or vocation directly or indirectly without the prior permission of the Management. If found violating this commitment, Trainee agrees to accept any action taken by the organization.

8. **Company Assets & infrastructure: General**
Trainee is provided with required infrastructure including computer/Laptop, phone, data card, portal, access to software applications etc. Such infrastructure should be used strictly for business related work. Any kind of misuse, violation of instructions etc. shall be a punishable offence which will attract serious action. At the time of separation, voluntary or involuntary, it is mandatory to hand over all the Company assets along with data intact.

9. **Address for communication: General**
Company shall correspond with you directly or at the address given by you. Please note that it is mandatory to communicate any changes in address family status etc., immediately to Human Resources department.

10. **Personal Information: General**
Your appointment in the company and its continuance shall be subject to the condition that the Information disclosed by you in your CV or through any other documents for engagement are correct and complete. In the event of any misstatement, suppression of facts or wrong statement furnished by you, this appointment order will be deemed as void and your services are liable to be terminated without notice. The company will be in its rights to initiate appropriate legal action against you and in that event, you will be liable for all costs and consequences thereof.

11. **Health: General**
Continuance in service in the organization is subject to you remaining physically and mentally fit to perform the assigned job. As and when required by the management, you

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will subject yourself to medical examination at the cost of the Company by a physician appointed/referred by the Company for the purpose.

12. Tax Compliances:

You shall be personally responsible for and pay all taxes imposed by any tax authority in India or elsewhere on any income or payments received from the company, unless deducted at source.

13. Separation:

a) In consideration of training offered to you and expenses incurred by the company, you shall not resign during the training period of Twenty-four (24) months from your date of joining I.e. the Training period. In the event of leaving the services of the company during the training period, he/she shall pay the agreed amount of liquidated damages as agreed and executed Under training cum surety agreement. Acceptance of the resignation is the discretion of the Management based on the project / Position criticality. Your Engagement may be terminated by you with a notice period of Three (3) Months or gross salary in lieu of notice after completion of the training period. The Company may terminate the engagement of the Trainee during the training period without any notice period and without assigning any reason for such termination. The discretion to accept payment in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies, and you therefore may be required to work through the notice period. In the event of resignation at his/her own will, the Company reserves the right to release the Trainee prior to the notice period of Three (3) months, taking into consideration the business needs and work exigencies and the Company will not be liable to make any payment to the Trainee in lieu of the notice period. You shall not join competitor company working in the same Project for the same Customer of the company for a minimum period of six (6) months from the date of relieving from the company, without obtaining prior consent of the company in writing and any breach will render yourself liable for appropriate legal action.. In case of misconduct or breach of the Company's code of conduct or non-performance or go-slow or other disciplinary grounds Trainee may be terminated without any notice or payment if any in lieu on notice.

b) The Company also reserves the right to recover the costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment. During the notice period, Trainee shall be responsible to meet the minimum target, failing which appropriate action deemed fit shall be initiated. At the time of separation, it is mandatory to

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handover your project work status, all company documents and Company assets etc, and obtain clearance certificate from the reporting manager and send it across to the Human Resources department for further process.

c) In the event of failure to serve the notice period specified herein/fulfill agreed obligations, the company shall be entitled to approach any Court of competent jurisdiction to recover all costs, damages, losses and expenses incurred by the company. Short fall of notice period will be recovered based on gross salary.

14. Abandonment of Employment / Absconding from the Services:

Any employee who abstains from their job without intimation and remains untraceable is referred to as an "Absconder". You are responsible for officially informing the HR Department or your Reporting Authority when deciding to resign from your services with the Company.

You shall agree that any unauthorized absence from your employment for a continuous period of Seven (7) or more business days would be considered as voluntary Abandonment/Absconding from your employment and accordingly your name will be removed from the payroll register. The Company reserves the right to proceed with necessary action to recover any liquidated damages. No relieving letter will be issued to you, and your full and final settlement shall be held back by the Company.

15. Termination of Permanent Service:

a) The company reserves the right to terminate your services at any time at its absolute discretion, after giving you three (3) months' notice or on payment of three (3) month's gross salary in lieu thereof. However, if termination is on disciplinary grounds the notice period or payment in lieu of notice period is not applicable.

b) If the company terminates your engagement for any misconduct or breach of the Company's code of conduct or other disciplinary grounds, then
   1. The company's obligations under this letter shall immediately cease, and
   2. You shall not be entitled to receive any payment due from the company, and the company shall have no obligation to pay, compensation attributable to such termination.

16. Cooperation/Knowledge Transfer Following Termination:

The Trainee agrees that, following notice of termination of his engagement, he/she shall cooperate fully with the Company in all matters relating to the completion of his/her pending work on behalf of the Company and the orderly transition of such work to such other Trainees as the Company may designate. The Trainee further agrees that during and following the termination of his engagement he shall cooperate fully with the

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Company as to any and all claims, controversies, disputes or complaints over which he has any knowledge or that may relate to him or his engagement relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to him/her related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

Further, the Trainee agrees that upon the termination of this Agreement, the Trainee shall return to the Company all correspondence, specifications, formulae, passwords, books, documents, cost data, market data, literature, drawings, effects or records etc. or any other proprietary information or Company property that is in possession of the Trainee or that Trainee may have received during the course of the engagement. The Trainee shall not make any duplicates or retain any copies of the abovementioned information.

17. Retirement:

Your retirement from the services shall be on attaining sixty (60) years of your age as per the records.

18. Indemnification:

The Trainee shall indemnify and hold Company, its affiliates and their respective directors, officers, agents and Trainee harmless from and against all claims, demands, losses, damages and judgments, including court costs and attorney's fees, arising out of or based upon any material breach by the Trainee of any representation, warranty, obligation or any other agreement as set forth in this Agreement.

19. Jurisdiction:

This letter shall be governed by and construed in accordance with the laws of India, and you agree to submit to the exclusive jurisdiction of the courts of law of Bangalore in India.

20. Miscellaneous:

a) In addition to the above the Trainee shall be bound by any policies, rules & regulations enforced by the management from time to time in relation to conduct, discipline, or on any matters relating to service conditions which will be deemed as rules, regulations and order in the part of these terms and engagement. The terms and conditions of your engagement are subject to change from time to time as per discretion of the company based on business needs. Violation of any of the above or company policies, Trainee shall be liable for action deemed fit.

b) No delay or omission by the company in exercising any right under this agreement shall operate as a waiver of that or any other right. A waiver or consent given by the company on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion

c) Trainee shall perform as per their job role and responsibilities and work assigned to you by the management. The trainee shall also agree to perform any other job / work

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as and when required and as and when instructed to do so by the management. Detailed job role, responsibilities and KRA will be provided to you after joining the organization

d) Trainee shall be punctual and regular to the job.
e) Trainee shall take care of his / her safety at workplace and en-route, use safety equipment.
f) As a responsible Trainee/citizen, you are required to maintain the office decorum and environment protection norms.
g) Trainee shall maintain integrity and be away from all unlawful activities.
h) You will not at any time hereafter, without the consent in writing of the company or except under any legal process, divulge or make public any matters relating to the company's transactions or dealings, which are confidential and company specific.

For any queries and Clarifications pertaining to Offer and Appointment letter, please reach out to Mr. Prashanth Kumar Manager at 7676230127.
We look forward for mutually rewarding long term association with ALTEN Group of Companies.

With best wishes,
For ALTEN India Private Limited

UTTAMKUMAR KASHINATH SANKPAL

Digitally signed by UTTAMKUMAR KASHINATH SANKPAL
DN: c=IN, o=Personal, 2.5.4.20=c1b6b1ebcd43c02eb9790910bd35b29375240337419cbcb161d99f80e9af612a4, postalCode=110075, st=Delhi, serialNumber=39eb2178f4f5b7b0091bb0325eb14fc5445dcb42bb765ce6322e2aa8d1f91a23, cn=UTTAMKUMAR KASHINATH SANKPAL
Date: 2022.09.13 12:13:26 +05'30'

Uttamkumar Sankpal
Chief Executive Officer

Declaration: The above said terms and conditions are explained to me in vernacular language. All the terms & conditions of my employment in the organization has been understood, accepted & agreed by me.	
Date: **Place:**	**Signature of Employee** **Name: Gaurav Tushar Thakker**

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Annexure - 1

Employee Name: Gaurav Tushar Thakker
Designation: Trainee
DOJ: 03-Oct -2022

Salary Breakup		
Salary Components	**Monthly**	**Annual**
Basic +DA	15,000	1,80,000
House Rent Allowance	6,000	72,000
Statutory Bonus	1,251	15,012
Special Allowance	3,144	37,728
TOTAL (A)	**25,395**	**3,04,740**
PF - Employer share	1,800	21,600
Gratuity	722	8,664
TOTAL (B)	**2,522**	**30,264**
Insurance Cost (C)	1,250	15,000
Total CTC (A+B+C)	**29,167**	**3,50,004**
Statutory Deductions		
PF Employee share	1,800	21,600
Professional Tax	200	2,400
Total CTC (D)	**2,000**	**24,000**
Net take home salary (A-D)	**23,395**	**2,80,740**

List of benefits as per the company policies:

- Group Mediclaim Insurance: Self, Spouse, Two Children & Dependent Parents or In-Law are covered up to ₹3,00,000/- PA.
- Group Personal Accident Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Group Term Life Insurance Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Workmen Compensation Insurance: Medical & other benefits would be covered as per applicable laws.
- Special Occasion Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/-.

Note:

- TDS, ESI, PF, PT & Gratuity will be as per the applicable laws.
- Your compensation package is strictly confidential, should remain a private matter between yourself and HR Department and not to be disclosed to your colleagues.

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Annexure – 2

Declaration:

I hereby represent and warrant, and undertake, affirm, and agree that as of the date of joining with ALTEN India Private Limited., I will have terminated my employment with all my previous employers.

(a) I have not entered into any agreement or arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer hereunder.
(b) I am in good standing and that I have full capacity and authority to accept this offer letter and to perform its obligations hereunder according to the terms hereof.
(c) Neither the acceptance of this offer letter nor the execution and delivery of the agreement contemplated hereunder, or the fulfillment of or compliance with the terms and conditions thereof, conflict with or result in a breach of or a default under any of the terms, conditions or provisions of any legal restriction (including, without limitation, any judgment, order, injunction, decree or ruling of any court or governmental authority, or any federal, state, local or other law, statute, rule or regulation) or any covenant or agreement or instrument to which I a party, or by which I am bound, nor does such execution, delivery, consummation or compliance violate or result in the violation any documents;

I, Gaurav Tushar Thakker accept the above terms and conditions of the employment and have joined to my duties on _____

Signature: .....
Date: .....

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Mech. 2021-22 (2)

Bosch Chassis Systems India Pvt. Ltd.

BOSCH

* **Private & Confidential** *

Gat No. 306
Nanekarwadi (Chakan)
Tal.Rajgurunagar
Dist. Pune 410 501
Tel: +91 (0) 20-30616300
Fax: +91 (0) 20-3061444
PAN No. :AAACK7312E

Anushka Kulkarni
Flat 401, Tower 02 Amanora Township,
Hadapsar, Pune- 411028,
Maharashtra.

August 17, 2022

CC/HRM-IN

Graduate (Engineering) Apprenticeship Program – (2022-2023)

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of **"Graduate Apprentice"** under Graduate Apprenticeship Program in our Company (Location: Chakan Plant, Pune). The Training Program starts with effect from 26.09.2022 and shall end on 25.09.2023.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl No.	Particulars	INR Per annum
1.1	Consolidated Stipend	172,000/-
1.2	Cash perk Basket	227,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	**400,000/-**

2. Please note that you will not be entitled to annual bonus or any other allowances perks / benefits, other than what are mentioned above.

BOSCH

3. Please note that your engagement as Graduate Apprentice in our organization is subject to the condition of your passing the graduate examination, scoring a minimum of 60% marks and producing the Pass Certificate to this effect. In case, you fail to pass the graduate examinations or fail to obtain a minimum of 60% marks in the overall score, you will be disengaged immediately. You shall submit proof of having passed the relevant examinations with the minimum required pass percentage within 6 months of joining

4. You will have to enter into a Contract of Apprenticeship with the Company for period of one year, as required under the Apprentices Act, 1961, and rules made thereunder, effective your date of joining.

5. Please note that you will have no right or claim for employment in any of the units of the Company, after completion of your Apprenticeship.

6. Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your Apprenticeship as per this engaged letter.

7. You will be governed and shall abide by the Rules and Regulations of the Company in force from time to time.

8. This engagement letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us.

9. This offer of engagement is provisional, subject to your being declared medically fit by Company's Medical Officer.

10. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.

11. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

BOSCH

12. Please report to us on 26.09.2022 at 9.00 AM. In case you do not report for Apprenticeship by 26.09.2022, this offer of ours shall stand withdrawn.

Yours faithfully,
for Bosch Chassis Systems India Pvt Limited,

pki, BOSCH APAC, M, O, Mohan.Patil2
Digitally signed by pki, BOSCH APAC, M, O, Mohan.Patil2
Date: 2022.08.19 10:16:09 +05'30'

(Mohan Patil)
Senior General Manager
(Human Resources)

pki, BOSCH APAC, K, A, kavita.nair
Digitally signed by pki, BOSCH APAC, K, A, kavita.nair
Date: 2022.08.19 09:12:59 +05'30'

(Kavita Nair)
Manager
(Human Resources)

I agree to the above terms and conditions.

Kulkarni

(Signature of the Candidate) (Date)

In addition to the terms and conditions, you are also required to bring **2 recent passport size photo** and the following **original certificates** along with **two copies of the same**, on the day of your joining duty:

1. Proof of age.
2. All Educational qualification Marks Cards and certificates in **original**, with 2 copies of each.
3. Acknowledged Copy of the appointment letter.
4. Bank Details, Cancelled cheque leaf and Pan card

Note: Your own photographs are to be taken with grey colour background only (Please ask the photographer to set the RGB combination to R - 206, G – 200 and B - 200).

On the day of your joining, please report at the Medical Centre and after you submit your fitness report you can meet Ms. Neeta Kolge to complete other formalities.

CC/HRM1-IN Dept.

Venue: Bosch Chassis Systems India Pvt Limited,
Gate No. 306, Nanekarwadi Tal-khed
Chakan, Maharastra - 410501

(2)

Bosch Chassis Systems India Pvt. Ltd.

BOSCH

* Private & Confidential *

Gat No. 306
Nanekarwadi (Chakan)
Tal.Rajgurunagar
Dist. Pune 410 501
Tel: +91 (0) 20-30616300
Fax: +91 (0) 20-3061444
PAN No. :AAACK7312E

Anushka Kulkarni
Flat 401, Tower 02 Amanora Township,
Hadapsar, Pune- 411028,
Maharashtra.

August 17, 2022

CC/HRM-IN

Graduate (Engineering) Apprenticeship Program – (2022-2023)

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of **"Graduate Apprentice"** under Graduate Apprenticeship Program in our Company (Location: Chakan Plant, Pune). The Training Program starts with effect from 26.09.2022 and shall end on 25.09.2023.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl.No	Particulars	INR Per annum
1.1	Consolidated Stipend	172,000/-
1.2	Cash perk Basket	227,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	**400,000/-**

2. Please note that you will not be entitled to annual bonus or any other allowances perks / benefits, other than what are mentioned above.

BOSCH

3. Please note that your engagement as Graduate Apprentice in our organization is subject to the condition of your passing the graduate examination, scoring a minimum of 60% marks and producing the Pass Certificate to this effect. In case, you fail to pass the graduate examinations or fail to obtain a minimum of 60% marks in the overall score, you will be disengaged immediately. You shall submit proof of having passed the relevant examinations with the minimum required pass percentage within 6 months of joining

4. You will have to enter into a Contract of Apprenticeship with the Company for period of one year, as required under the Apprentices Act, 1961, and rules made thereunder, effective your date of joining.

5. Please note that you will have no right or claim for employment in any of the units of the Company, after completion of your Apprenticeship.

6. Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your Apprenticeship as per this engaged letter.

7. You will be governed and shall abide by the Rules and Regulations of the Company in force from time to time.

8. This engagement letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us.

9. This offer of engagement is provisional, subject to your being declared medically fit by Company's Medical Officer.

10. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.

11. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

BOSCH

12. Please report to us on 26.09.2022 at 9.00 AM. In case you do not report for Apprenticeship by 26.09.2022, this offer of ours shall stand withdrawn.

Yours faithfully,
for Bosch Chassis Systems India Pvt Limited,

pki, BOSCH, APAC, M, O, Mohan.Patil2
Digitally signed by pki, BOSCH, APAC, M, O, Mohan.Patil2
Date: 2022.08.19 10:16:09 +05'30'

(Mohan Patil)
Senior General Manager
(Human Resources)

pki, BOSCH, APAC, K, A, kavita.nair
Digitally signed by pki, BOSCH, APAC, K, A, kavita.nair
Date: 2022.08.19 09:12:59 +05'30'

(Kavita Nair)
Manager
(Human Resources)

I agree to the above terms and conditions.

(Signature of the Candidate) (Date)

In addition to the terms and conditions, you are also required to bring **2 recent passport size photo** and the following **original certificates** along with **two copies of the same**, on the day of your joining duty:

1. Proof of age.
2. All Educational qualification Marks Cards and certificates in **original**, with 2 copies of each.
3. Acknowledged Copy of the appointment letter.
4. Bank Details, Cancelled cheque leaf and Pan card

Note: Your own photographs are to be taken with grey colour background only (Please ask the photographer to set the RGB combination to R - 206, G – 200 and B - 200).

On the day of your joining, please report at the Medical Centre and after you submit your fitness report you can meet Ms. Neeta Kolge to complete other formalities.

CC/HRM1-IN Dept.

Venue: Bosch Chassis Systems India Pvt Limited,
Gate No. 306, Nanekarwadi Tal-khed
Chakan, Maharastra - 410501

Offer Letter Mech. May -2023

Swift PLM
Simplifying PLM Eco-system

Swift PLM Services Pvt. Ltd.
415, FINSWELL, SAKORE NAGAR ROAD, VIMAN NAGAR, PUNE -411014.

CIN U74900PN2012PTC144699
Website: http://www.swiftplm.com.

May 18, 2023

SUYASH SATISH PAWAR
Plot 13, Khatavkar colony, Shahupuri, Satara, Maharashtra-415001
Mo.no-9834566236
Email id: suyashpawar064@gmail.com

Dear Suyash,

With reference to your application and discussions we had this week, we are pleased to offer you an appointment as **CAD/PLM Engineer Trainee** in our organization. You are requested to join on **3rd July 2023.**

The terms and conditions of your appointment are given below:

1. You will be under training period for 6 months from the date of joining. This training is scheduled in association with one of our clients and would be online. You will be paid a consolidated **Stipend** of Rs **25,000/** months (twenty-five thousand rupees per month) during the period of training. You will be assigned to a project on successful completion of training.

2. Your pay will be revised to CTC (Cost to Company) of INR **4,50,000/-** (**Rupees four lacs Fifty thousand only**), subjected to deductions (Ex PF, Professional tax etc) and TDS as applicable, this salary is for the services you will be delivering at our location or client location for the duration of your employment.

3. Swift PLM would be training you in specialized (and proprietary) programming techniques and testing methodologies and thus incurring a significant cost as part of this training. You agree that you will be serving Swift PLM for a minimum period of 1.5 years (including training period) from the date of joining. You are required to sign an employment agreement for a duration of 1.5 years, after joining Swift PLM.

4. You are required to work at our client location in general shift or evening shift based on the business need from our client. It would be 9 working hours, excluding lunch break.

5. You shall be subject to Company's Policies & Procedures, which may be modified from time to time for smooth working of the Company as well as defining the code of conduct. Any act of insubordination, insolence, gross negligence on duty or dishonesty, Misconduct etc., shall be considered as breach of discipline and will result in termination of service.

6. Misconduct will include without limitation, absence from service without prior notice in writing or without sufficient cause for seven days or more; causing damage to the property of the company, continued discharge of work functions which do not meet the standards reasonably expected by the company. The company's decision as to the termination of your services of employment shall be final and legally binding on you.

7. You will not divulge to anyone, particulars or details of processes or technical knowhow, Organizational matters of confidential nature or any other types of secrets of the company, which you may acquire or come to know during the period of employment in the company.

8. All programs, system designs manuals, literature etc. developed by you, while in the company service will at all times be deemed to be sole property of the company. Also, the company will, at all times, have the sole proprietary right in any new system which you may develop while in the company's service.

9. Either side shall terminate this agreement by serving 2 Months advance notice, after completing 1.5 years of service as per employment agreement.

10. During your employment, the company at its discretion may assign you to different locations within India and may depute you to go abroad to attend to business requirements. In such case the company would inform you to such travel 10 days in advance and you would be required to undertake the travel, failing which, your services are liable to be terminated without any notice. All business-related travel costs are reimbursed upon the receipt of relevant documentation of expenses.

11. You will also not carry any prohibited software or software related products/materials into the organization or to our client's place when you are deputation.

12. You will be required to sign a service agreement before proceeding on an "Overseas Assignment" to serve the company for a predetermined period of time. The duration will depend on the nature of assignment – training, system study etc. In case of Breach of this agreement, employee will be required to pay liquidated damages. Details of this agreement will be given at the time of proposal.

13. Your appointment will be subject to your being medically fit at the commencement of and at any time during the tenure of your employment with company. The company has a right at all times to send you for a medical check-up to ascertain your fitness for the job.

On the date of joining, you are requested to produce (a) proof of your age, (b) relieving letter from previous employer, (c) relevant educational certificates (d) passport size photographs, (e) proof of last drawn salary, (f) passport copies. You are also requested to provide two references as per our company's norms.

If the stated terms and conditions of service in this document are agreeable to you, please sign the duplicate copy of this letter conveying your acceptance to the same and return the copy to us.

We welcome you to the family of SwiftPLM Services Pvt. Ltd.

For SwiftPLM Services Pvt. Ltd

M. Srinivas

SRINIVAS MANGENA
Director

I (SUYASH SATISH PAWAR)
I have read the details and agree to abide by them.
I hereby accept the above offer of Employment and will report on_____.

_____
SUYASH SATISH PAWAR

Mech. May – 23

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

Corporate Personnel & Administration Dept.

Ref: HK/P&A/CAMPUS-OFFER'2023-24/CN-548

9th September 2023

Dear Mr. Sumedh Yeolekar,

Greetings from Godrej!

We are delighted to have you coming on board on **21st September 2023.**

We are sure that you are keenly looking forward to what's in store for you upon your joining us.

To make your transition in Godrej smooth, we have planned a comprehensive Corporate Orientation Program at our Vikhroli Establishment in Mumbai.

Your portfolio / assignment and the place of posting will be shared with you after the Corporate Orientation Program.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase I (At the time of Joining): - Corporate Orientation Program, followed by:

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase II (Mid-Year): - Developmental Program(s)

- Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

Phase III (Upon completion of the Training): - Organization Level Development Programs (Common for all) followed by:

- Advanced Programme of Technical Training Program (or)
- Sales, Service and Marketing Training Program (and)
- On-The-Job Training, as applicable.

When you take up the assignment, we have earmarked for you, you will have a `buddy' to help and guide you in the initial days. Please feel free to speak to / write to us for any information that you may need:

Ms. Rachna Bhuse (rachna@godrej.com, Mobile: 9821490425)
Ms. Sameeta Khambe (sameetak@godrej.com, Tel.: +91-22-6796 1431)

We look forward to you becoming part of the exciting growth journey at Godrej!

With best wishes,

HKaur.

Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Offer Letter

Godrej

May - 23 (Mech)

30 Years Engineering Excellence. Worldwide.

RLE INDIA PRIVATE LIMITED

RLE INTERNATIONAL

07 July 2023

Pratul Dattatraya Mulik
Email: pratulmulik@gmail.com
Mob No: 9890103153

Re: Offer Letter

Dear Pratul Dattatraya Mulik,

RLE India Private Limited ("**RLE**" or "**we**" or "**us**" as the case may be) is pleased to offer you the position of **Graduate Engineer Trainee – Band – E1** ("**Position**") on the terms and conditions broadly set out in this offer letter ("**Offer Letter**").

1. **Definition and Interpretation**. Unless the contrary intention appears and/or the context otherwise requires, all capitalized terms shall have the meaning specifically ascribed to them. Such meanings shall apply throughout the Offer Letter.

2. **Joining Date**. You will be required to sign and return a copy of this Offer Letter within 5 (five) business days of the offer being made to you by RLE, together with all necessary documentation as provided in Clause 3 below. In the event, you do not respond with the signed Offer Letter and necessary documentation within the stipulated time, RLE will have the option to withdraw the offer of employment. As per the terms of this Offer Letter and as agreed upon mutually, you will report on **11 July 2023** ("**Joining Date**") to **Mr. Onkareshwar Bijjargi.** The terms and conditions of your employment will be provided to you when you report at the RLE office on your Joining Date.

3. **Relevant Documentation**. We wish to make your transition to RLE as smooth as possible. In order to ensure the same, you are required to submit various documents as detailed in the **ANNEXURE A**, together with the signed copy of the Offer Letter, within the stipulated time as provided in Clause 2 above.

4. **Background Checks**. In addition to providing the documentation as under Clause 3 above, if applicable to you, you are required to provide either a relieving letter from your most recent employer or confirmation from your most recent employer that your resignation has been accepted. If you do not provide this documentation together with the other documents as indicated in Clause 3 above, within such time as stipulated therein, your acceptance of this Offer Letter will not be processed until acceptable documentation has been provided and the Joining Date will be revised as RLE deems fit.

Further, you agree to provide all such documents as requested for and by RLE to enable RLE to perform appropriate background verification and reference checks. RLE reserves the right to withdraw this offer at its sole discretion if you fail to provide all or any of the documentation requested (within the relevant period as indicated) and if it does not receive satisfactory feedback on background verification and/or reference checks which have been consented to by you.

5. **Employment Agreement.** Upon completion of the formalities contained in the Offer Letter, you will be required to execute an employment agreement and a confidentiality and assignment agreement on the Joining Date, which contains the detailed terms and conditions of your employment including company policies that are to be undertaken by you before confirming you as a full-time employee with RLE.

6. **Probation**. Your first 12 (twelve) months from the Joining Date will be considered your Initial Probation Period **("Initial Probation Period").** Within the Initial Probation Period, your performance will be evaluated periodically. However, based on the assessment of your performance, RLE, at its sole discretion, may extend the Probation Period by a maximum of 2 (two) months upon written notification to you. Due to any interruption of your services during the Probation Period extending beyond 10 (ten) working days, the Probation Period shall be extended with a such number of working days. Based on confirmation, your probation will be confirmed in writing by RLE.

7. **Notice Period.** The notice period for separation on either side will be three (3) months. You will be required to attend the office throughout the notice period. In the event of operating the provision of payment in lieu of notice, the notice shall mean the full month's salary, including any other allowance payable. The option of setting the notice pay, partly or fully, by way of payment in lieu of the notice period or by adjusting the privilege leave at your credit is at the sole discretion of the company keeping the business continuity in the mind.

8. **Training.** RLE will provide various types of training e.g., classroom training, on-the-job training, training at locations out of RLE's offices, domain training, tool training, soft skills training, etc. In consideration of this training to be imparted by RLE, you undertake to serve at RLE or RLE's subsidiaries, associated companies, clients, or branch offices by the terms set out in the employment agreement that will be shared on the Joining Date.

9. **Job Description**. Description of your job with RLE, including any/all of your duties, responsibilities and functions associated with your position may be altered by RLE, from time to time, as per its business needs. You will be informed of any such alterations to your position and your duties, responsibilities and/or functions as and when the same comes into effect.

10. **Compensation and Benefits**. For the entire duration you serve as an employee of RLE and in full consideration for your services as an employee of RLE, based on the terms and conditions set forth in this Offer Letter, RLE will pay you and you shall accept as compensation, a basic annual salary, and other allowances, benefits and perquisites ("**Compensation**") as set out in

ANNEXURE B of this Offer Letter. You will not be eligible for salary revision during the current appraisal cycle. In addition to the Compensation, details of other incentives and benefits of RLE that you may be eligible for shall be set out in the employment agreement that will be shared on the Joining Date, subject to submission of relevant information/documentation and satisfactory background checks.

11. If the employee fails to successfully complete their degree and receives an uncleared or unsuccessful result, the employment with RLE will be terminated with immediate effect.

12. **Location**. You will be initially based at the RLE office in **Pune**. However, to support our continued growth and/or business needs, you may be transferred or relocated or secondment to the offices of any of RLE's subsidiaries, associated companies, client location or branch offices either in India or overseas.

13. **Duties**. You acknowledge, consent and agree to adhere to all duties as is reasonably expected of you as an employee of RLE and as may be communicated to you by RLE from time to time, for the entire duration you remain an employee of RLE, including without limitation, such duties that form a part of your continuing obligations as per the terms of your employment.

14. **Confidentiality.** You agree that the terms and conditions contained in this Offer Letter are confidential and cannot be disclosed to any person or third party.

15. **Employee Representations.** In the event that any documentation/information provided as per Clause 3 is false or inaccurate, then at any time during the Probation Period, or in the event, if the employment has already commenced by the time the background verification and/or reference checks are completed, then at any such time, RLE has the right to, at its sole discretion, terminate this employment arrangement immediately, without notice or pay.

16. **Induction**. You will undergo a formal induction program upon joining the company. During the induction, you will learn more about RLE, our competitive benefits and company policies. You will also have an opportunity to meet the new team members like yourself and senior leaders that set the direction for RLE.

Sincerely,
for **RLE India Private Limited**

Ramesh Murthy
General Manager – HR & Operations

30 Years Engineering Excellence. Worldwide.

RLE INDIA PRIVATE LIMITED

RLE INTERNATIONAL

ANNEXURE A

LIST OF DOCUMENTS

Sl. No.	Documents
1	Recent passport-size photographs (4 numbers) on a white background.
2	All original certificates and mark sheets of educational qualifications starting from the 10th class, along with one photocopy of each.
3	PF/FP scheme number/slip, if any, issued by the previous employer.
4	All previous employment salary slips, appointment letters and relieving/service certificates (last five years or 3 employers).
5	Photocopy of passport, if available. (If you do not possess a passport, then you are requested to apply for the same at the earliest).
6	Details of the income tax deductions by the previous employer.
7	2 photocopies of your PAN card and ID Proof (Adhaar/Driving License/Ration card etc.).
8	Final COVID vaccination certificate.

Note: ***Please bring the original copies of the documents set out above on the Joining Date.***

Regd Office: RLE INDIA PRIVATE LIMITED
Unit No. 1 & 2 8th Floor
Innovator International Tech. Park
Whitefield Bangalore
560066 India

Tel.: +91 80 4351 0100
info@rle.co.in

Bank Account Details:
A/c: 10026388136,
IDFC First Bank Limited,
IFSC: IDFB0080155,
Swift: IDFBINBBTRY

CIN: U34300DL2005PTC140947
PAN: AADCR1029A

30 Years Engineering Excellence. Worldwide.

RLE INDIA PRIVATE LIMITED

RLE INTERNATIONAL

ANNEXURE B

COMPENSATION

SALARY STRUCTURE		
Component Category	**Amount (INR)**	**Details**
Fixed Components	3,35,600	= (A + B + C + D)
A. Basic Salary	1,75,000	
B. HRA	87,500	
C. Flexible Benefit Plan (FBP)	51,500	Associate can structure this component during their income tax planning
D. Provident Fund (Employer Contribution)	21,600	Payable as per The Employees' Provident Funds And Miscellaneous Provisions Act
I. Cost to Company (CTC)	3,35,600	= (A + B + C + D)
II. Gratuity	8,400	Payable for eligible Associates as per "Gratuity Act"
III. Premium for Insurance	6,000	Towards Group Health (GHI) Insurance for self, spouse & children (2), as per company policy
Total Cost to Company (TCTC)	3,50,000	= (I + II + III)

Additional Benefits:
- Group Personal Accident Insurance (GPA) coverage for self as per company policy
- Parental insurance coverage policy administrated by the company but premium has to be borne by the employee
- Bus pass facility and shift allowance for eligible employees as per company policy

Welcome to RLE, we look forward to seeing you soon!!

Acknowledgement by Associate:

I HAVE READ, ACKNOWLEDGED, UNDERSTOOD, AND UNDERTAKE TO ADHERE TO THE TERMS OF THIS OFFER LETTER.

Accepted by:

_____

Pratul Dattatraya Mulik
Graduate Engineer Trainee

Date: 07 July 2023

Mech. May - 23

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

June 01, 2023

Appointment as Apprenticeship / Trainee

Dear Darshan Gawas ,

We are pleased to offer you apprenticeship training in the **OEM** division of **Thermax Limited at Pan India .** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Darshan Gawas state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date: 06/06/23

THERMAX

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend -** During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

THERMAX

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Darshan Gawas state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: 06/06/23

THERMAX

ANNEXURE A

Dear Darshan Gawas,

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

I-DESIGN

Ref No. RSB/I-D/MP/112/OFF/2023-24 **Date:-04-Oct-2023**

Mr. Kundan S Ghorpade
Eksar, Anand Colony Road,
Wai. Dist: Satara-412803

Sub: Offer Letter

Dear Kundan,

With reference to your interview and subsequent discussions with us, we are pleased to offer you the position of **Graduate Engineer Trainee Grade: GET)** with **I-Design Engineering Solution Pvt. Ltd.**to be based at **Phulgaon, Pune.**

You will be given a total yearly compensation of **Rs.3, 60,000/-** (Rupees Three Lacs and Sixty Thousand Only), which will include basic salary, other allowances & company's PF contribution as applicable to your cadre. Please refer the **Annexure I.**

You are requested to join us on **16-Oct-2023.**

A detailed appointment letter would be issued to you at the time of joining wherein you will be required to submit the following **SCANNED copies of the original documents**.

- All academic qualification – 10th Onwards till Highest acquired degrees.
- Aadhaar Card and Pan Card
- Relieving letter from your previous employer(s).
- Soft Copy of Passport size Photo.
- SBI Bank Account No. (in case you do not have, kindly open an account with SBI any branch)

Your appointment is subject to:

- You are being declared **medically** fit by a medical Officer.
- Verification of aforesaid documents as well as the information furnished by you in your application or at the time of your interview with us.

We look forward to your contribution to the organization and hope this is the beginning of a long and fruitful association with us.
Please sign the duplicate copy of this letter as a token of your acceptance.

Kindly Note: This is offer is valid for 7 days from the release date.
The offer is confidential hence should not be shared with anyone other than the sender (Corporate HR).

Thanking you,

Nirmala Behera
ED– Group HR

Shot on realme 8

SIMIRA®
Healthcare Private Limited

1st June, 2023

Offer Letter

To,

Mr. Aniket Kadam,

This is reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **"Credit Control Manager"** for your gross compensation will be as per Annexure.

Please note that this merely an offer letter. The Company's standard appointment letter containing terms and condition of employment will be issue to you on your joining the company, which shall be binding on you.

You are requested to join us on or before **5th June**. Failing which this offer of Employment shall stand withdrawn.

You will be lock-in policy period for one year wherein you need to be in system for 1 year, incase planned to resign within one year you need to either serve 45 days' notice period or pay 45 days salary to the company.

Kindly handover below mentioned essential documents at the time of joining.

1. Coloured passport sized latest formal photograph –for record.
2. Copy of Birth Certificate / proof of age for arriving at the date of retirement.
3. Copy of the Mark Sheet/ Qualification Certificates of all the exams passed by you as compliance to the position.
4. Copy of your Pan Card (Self Attested).
5. Copy of Adhaar Card (Self Attested)
6. Copy of your residential address proof.
7. Copy of the last 3 pay-slips with your previous employer.

Candidates to advise to bring their original certificates for verification.

Kindly signature the duplicate copy of this letter as a token of your acceptance of this offer and send back to undersigned for record.

Yours faithfully,

For Simira Healthcare Pvt Ltd

Authorized Signatory,

I confirm having read, understand the above terms & Conditions, and promise to abide by all the terms and conditions as specified above.

77900 98009 Support@simirahealthcare.com www.simiradiagnostics.com
4th floor, Bhoomi Landmark, Sector 17, Above Kia Showroom, Khanda Colony,
Greater Khanda, Panvel, Maharashtra 410206

SIMIRA®
Healthcare Private Limited

Annexure – I

Name of Employee : Aniket kadam

Designation : Credit Control Manager

Date of Appointment : 20/6/2023

Employee No. : -

Location: HQ – Khanda Colony

Compensation Package

Particulars		Monthly	Yearly
Basic Salary		22,000	264,000
HRA		11,000	132,000
Medical Allowance		1,250	15,000
Conveyance Allowance		1,600	19,200
Other Allowance		12,350	148,200
Gross Salary	**(A)**	**48,200**	**578,400**
Provident Fund		1,800	21,600
ESIC		-	-
Prof Tax		200	2,400
Employees Contribution	**(B)**	2,000	24,000
Net Salary (Take home Salary)		**46,200**	**554,400**
Provident Fund		1,800	21,600
ESIC		-	-
Employer's Contribution	**(C)**	**1,800**	**21,600**
Variable Incentive	**(D)**	-	-
Total (A+C) Cost to Company		**50,000**	**600,000**

The Company is entitled to make such deductions from the above compensation as may be statutorily required.

Yours faithfully,

For SIMIRA Healthcare Pvt. Ltd.,

Dr. Santosh Wakchaure

Director

ACCEPTED

(Aniket Kadam)

77900 98009 Support@simirahealthcare.com www.simiradiagnostics.com

4th floor, Bhoomi Landmark, Sector 17, Above Kia Showroom, Khanda Colony, Greater Khanda, Panvel, Maharashtra 410206

PREMIUM MOTION
Energising Energy

PERSONAL & CONFIDENTIAL
(IN DUPLICATE)

PMPL/2023/Offer/020
Date: 27-05-2023

Mr. Dnyaneshwar Babasaheb Thombre
7972333560
dnyaneshwarthombre560@gmail.com

Dear Dnyaneshwar,

We are happy to announce your appointment as Graduate Engineer Trainee in Premium Motion Pvt. Ltd., Chinchwad, Pune.

You will be undergoing training for a period of one year from your date of joining. On successful completion of training and need of the business, you will be posted at one of our locations in our organization. However, as and when business need arises your service may be transferred to any other function / division or any of the branches / division of the company.

We are offering you a compensation of Rs. 5.00 Lakhs per annum (Rupees Five Lakhs per Annum). Apart from the salary and other benefits, you can look forward for a challenging and exciting career, a good culture and participate in nurturing Premium Transmission to the next level.

Your appointment is subject to Pre-employment Medical examination and declared fit by concerned authority. You are requested to bring all original documents / certificates of Education qualification & work experience. A detailed appointment letter will be issued to you at the time of your joining with us.

Your date of joining is: 03-07-2023.
Joining Location: Premium House, Old Pune-Mumbai Highway, Chinchwad, Pune – 411019
Time : 10:00 AM

Kindly sign the duplicate copy of this letter as a mark of acceptance on or before 30-05-2023. If you do not join us on or before 03-07-2023, our offer will stand automatically withdrawn.

Yours faithfully,
For **Premium Transmission Private Limited**

Authorised Signatory

PREMIUM MOTION
Energising Energy

ANNEXURE 'A'

Annexure to letter, issued to Mr.Dnyaneshwar Babasaheb Thombre

GRADUATE ENGINEER TRAINEE

Sr. No.	Particulars	Rs. Per Month	Rs. Per Annum
1	**Salary (Payable Monthly)**		
1.1	Basic	17000	204000
1.2	House Rent Allowance	6800	81600
1.3	Adhoc Allowance	15009	180108
1.40	**Sub-Total - 1 (1.1 to 1.3)**	**38809**	**465708**
2	**Annual / Reimbursements / Etc.**		
2.1	Leave Travel Concession	0.00	0.00
2.20	**Sub-Total - 2 (2.1)**	**0.00**	**0.00**
3	**Retirement Benefits**		
3.1	Provident Fund	2040	24480
3.2	Gratuity	818	9816
3.3	ESIC	0	0
3.40	**Sub-Total -(Retirement Benefits)**	**2858**	**34296**
4.0	**Fixed CTC (1.10+2.20+3.30)**	**41667**	**500004**
5.0	**Annual CTC**		**500004**

For **Premium Transmission Private Limited**

Authorised Signatory

Agreed & Accepted

(Dnyaneshwar Babasaheb Thombre)

Helical
Auto Technology India Pvt. Ltd.
Office / Works:
Gat No 115,116,117
Village: Ambedwet, Tal: Mulshi
Pune – 412 108.
Tel. : +91 20 67960600
Web : http://helical-technology.com

Date: March 23, 2023

CIN U29299PN2006PTC128490

To,
Mr. Ganesh Khandalkar

Subject: - Offer Letter

Dear Ganesh,

Subsequent to interview, we are pleased to offer you position as Management Trainee. You will be paid a stipend of Rs. 25,000/- per month.

Kindly review and revert if you need any clarification. Your joining will be confirmed subject to your clearance of BE examination.

Hope our offer is well within your expectations.

Best Regards

Yours truly,

For Helical Auto Technology India Pvt. Ltd.

Vibhas Ambekar
CEO & Executive Director

Mech SW 2022-23

	Name of Students	Roll No	Placed company	Compant Type	CTC
1	Pranav Prashant Kharosekar	20MS309	Neilsoft, Pune	Software	300000
2	Devashri Barhate	19MS005	Fleetguard filters private limited	Core	420000
3	Abhishek Chavan	19MS010	Praj Industries Pvt Ltd	Core	Yet to disclose
4	Prashant Surwase	20MS321	Premium transmission	Core	350000
5	Abhijit Bhimrao Dahagaonkar	20MS306	Testyantra	Software	320000
6	Akshat Hole	19MS018	TCS	Software	760000
7	Hitesh Jadiye	19MS020	TCS	Software	336000
8	Shrungal Kulkarni	19MS030	LTI Mindtree	Software	400000
9	Chaitanya Prasad Kale	19MS021	Fleetguard Filters Pvt Ltd	Core	420000
10	Atharav Abhijeet Karande	19MS023	LTI	Software	400000
11	Pratham Ravikant Saroware	20MS315	Winone Product Technologies	Core	Yet to disclose
12	Sanjeewani bhoite	17MS011	UTS global	Software	347000
13	Himanshu Dinesh Magar	17MS039	ExcelR	Software	Yet to disclose
14	Pawar Vishwajit Janaba	20MS313	Premium transmission ltd.	Core	350000
15	Amulya Rajendra Bhangale	19MS007	Thermax	Core	350000
16	Naik Ghanshyam Pradip	19MS035	Thermax	Core	350000
17	Chitte Vedant	19MS051	Thermax	Core	350000

	Name of student	Mobile Numb	Branch	Upload offer letters / admissi	Photo	LinkedIn Profile	Additional information such a	Year of p	Remark
1	Om Bayas	8275895474	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Bristlecone	2023	Conflicting Dates of
2	MANE VRUNDA PARMES	7507228512	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Company: COGNIZANT ; Package: 4 LPA		
3	Atharva pravin pakhode	9665546764	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	COGNIZANT - 4LPA		
4	Aryan Deshpande	7774922910	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Siemens Energy		
5	Siddharth Sanjay Shitole	7263087435	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	TCS, 3.36lpa	2023	
6	Sanyogini Sanjay Mohite	9765437705	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Fleetguard Filters Private Limit	2023	
7	Srushti Sunil Shinde	9766814978	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Fleetguard Filters Private Limit	2023	
8	Shreyas Parchure	9970128625	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	KSB Tech Pvt. Ltd. - 3.6 LPA	2023	
9	Parag Rajendra Dhamne	8888135375	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Praj industries Ltd. (4.5 LPA)	2023	
10	Nikita Bhamare	8308036176	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Neilsoft	2023	
11	VIKKY MUKUND KALE	9156303587	Mechanical Engineeri	https://drive.google.com/open?id=19McT-sThITzWvNbSf-L8d1QTConznQcr			BRISTLECONE	2023	
12	Ameya Gandhi	9527748048	Mechanical Engineeri	https://drive.google.com/open?id=1eV8SmTPAY-zFrzjKIMo4JwEgGceA6KsT			Fleetguard Filters Pvt Ltd	2023	
13	Madhura Ramchandra Gul	9022921335	Mechanical Engineeri	https://drive.google.com/open?id=1mjy1z8hGcqcMfv8fOuuzbKpdGbuD4nvf			Fleetguard filters Pvt Ltd	2023	
14	Pritam Kailas Taksal	7218128717	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Neilsoft-3LPA	2023	
15	Durgesh Nankar	9284351592	Mechanical Engineeri	https://drive.google.com/open?id=1pE1dCi2l1s0YoJL_ayOblo		https://www.linkedi	L&T Infotech/ 6.5 lpa	2023	
16	Parth Jivaraj Khedekar	9049674840	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Cognizant 4LPA	2023	
17	Ranjit Baban Kharat	9325143113	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Tata Consultancy Services	2023	NA
18	Sahil Sunil Mate	8408862376	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open?id=1i4BMvOTLHk		Neilsoft, 3.0 LPA	2023	
19	Suyash Pawar	9834566236	Mechanical Engineering				Swift PLM, 4.2 LPA	2023	Have not received of
20	Omkar Pralhad Landge	7755945597	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Reliance Industries Limited 6L	2023	
21	Nikhil Santosh Bundele	8286836044	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Name of company: Reliance In	2023	
22	Tanvi Jayprakash Gavhan	8983957997	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedin.com/in/gavhane-tanvi-a00051		2023	
23	Ashwathi Maniyath	9130432237	Mechanical Engineering		https://drive.google.com/open?id=17HF_vs9xabn		Linde engineering	2023	Offer letter not recei
24	Dhiraj Rajesh Shinde	7775947880	Mechanical Engineering		https://drive.google.com/open	https://www.linkedi	1.PREMIUM TRANSMISSION	2023	Offer letters aren't re
25	Nawde Yogesh Dinesh	8623809701	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Name of company : Siemens E	2023	NA
26	Aashish Shashikant Mahal	9404802731	Mechanical Engineeri	https://drive.google.com/open?id=1HeuugMwjiT_F0JmDJ7Btf		https://www.linkedin.com/in/aashish-mahale-3b454		2023	
27	Raju Ganpati Mali	9834035811	Mechanical Engineering		https://drive.google.com/open?id=1qbfw_9MIHH6		Cognizant , 4LPA	2023	Don't receive offer le
28	Raj Ramdas Nishandar	9359883274	Mechanical Engineering		https://drive.google.com/open	linkedin.com/in/ raj	ACADEMOR	2023	Offer letter aren't rec
29	Dnyaneshwar Babasaheb	7972333560	Mechanical Engineering		https://drive.google.com/open	https://www.linkedi	Premium Transmission Pvt. Ltc	2023	I have not recieved c
30	Lot Tejas Harish	8669079470	Mechanical Engineering			https://www.linkedi	Godrej & Boyce Mfg Co.Ltd Pa	2023	Offer Letter not recei
31	LAKSHMI BAKSHI	8777627378	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open?id=169fGp7nMhCI		Offer From Faurecia Automotiv	2023	
32	Rohit Rahul Sorate	9689930963	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	www.linkedin.com/	M3 Technologies associated wi	2023	I got an off campus p
33	KSHITIJ MODHE	7588555683	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Name- DeltaX. Package- 3.5 LI	2023	
34	Pratik Kailas Mahajan	7028373891	Mechanical Engineering		https://drive.google.com/open	https://www.linkedi	Academor	2023	Offer letter not recei
35	Sayali Santosh Koli	7020659545	Mechanical Engineeri	https://drive.google.com/open?id=1WuqWzqpzvZLviXQCRjW		https://www.linkedi	4Lpa	2023	
36	Rajwardhan Wagh	8421228089	Mechanical Engineering					2023	Not received offer let
37	Sanjeewani bhoite	8956033999	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	iTS Universal Technological Solutions Pvt. Ltd.		
38	Abhijit Bhimrao Dahagaonk	9096380106	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open?id=1N-tUXuOPNJI		Testyantra		
39	Akshat Hole	8484045565	Mechanical Engineeri	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	TCS Digital 7.6lpa	2023	
40	Devashri Barhae	9763406330	Mechanical Engineeri	https://drive.google.com/open?id=1ONXXMr-sAIfMBZC2nWs		https://www.linkedi	Fleetguard filters private limitec	2023	
41	Kalpesh Kishor Dodal	7755986936	Production Engineerir	https://drive.google.com/open?	https://drive.google.com/open	https://www.linkedi	Knest aluform llp		

Fleetguard®

Filtrum

22nd March 2023

HRD/Mar23/22

OFFER OF EMPLOYMENT

Devashri Barhate
P.O Deepnagar, Tal- Bhusawal,
Jalgaon, Maharashtra- 425201.

Dear Ms. Devashri Barhate,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of **"Trainee (GET)"** for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be Rs. 4,41,600 /- (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

Annexure

Employee Name :	Devashri Barhate	
Designation / Grade :	Trainee (GET)/ TR1	
A	Component Details	Amount
Sr No	Monthly Payables	In Rupees
1	Basic Salary/Stipend	15,000.00
2	Misc. Allowance	20,000.00
Total Gross Per Month		35,000.00
B	Annual payables	
1	Employer Contribution to PF	21,600.00
	CTC (A+B)	4,41,600.00

Benefits other than CTC

Gratuity is payable only after completion of 5 years of continuous service (Provision as per Gratuity Act).

Hospitalization Benefit = GPAP benefit for employee self and mediclaim coverage is provided for self and dependents.

Standard Deductions

Employee contribution to Provident Fund will be deducted as per applicable PF rules.

Taxation will be governed by the Income tax rule as per applicable tax slab/s.

**Above compensation figures are strictly confidential and should not be disclosed to anyone in the organization.

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057 India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

HR/OFL/V2/2023/16 **CONFIDENTIAL** March 02, 2023

Mr Pranav Kharosekar
At Po Karosa TA. Ausa
9172670465

Subject: Offer of Employment

Dear **Pranav**,

Congratulations: we are pleased to appoint you as **Graduate Engineer Trainee** at Neilsoft. Your work location will be at SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India office subject to the following:

1. You are required to join the Company from **July 03, 2023**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal induction to the company, training and project familiarity process for a period of between 4 to 6 months. This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A.
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Akangi Sharma** (on Email ID: **akangi.sharma@neilsoft.com / Tel:- 8975385100**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For Neilsoft,

Priya Damle
Chief Human Resources Officer

I accept the offer and will report for duties on _____

Signature _____

Date: _____

Place _____

praj

Date: 2nd May 2023

Subject: Selection Letter

Dear Abhishek Chavan

Congratulations!

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of **"Graduate Engineer Trainee"** in our organization.

You will be under training period for one year. You will be entitled for an annual salary of ***INR 4,50,000/-***.

Your joining date will be **4th July 2023 (Tuesday)**.

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive Joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature _____

Name Abhishek Chavan

Date 5/5/23

Praj Industries Limited, 'Praj Tower', 274 & 275, Bhumkar Chowk-Hinjewadi Road, Hinjewadi, Pune 411057, India
Ph: +91-20-22941000/71802000 Fax: +91-20-22941116 info@praj.net www.praj.net

Innovating Possibilities

No: LOI/HR/UTS/04/2023/CFR

Date: March 9th, 2023

Dear Sanjeewani Sanjay Bhoite,

It is our pleasure to extend the Letter of Intent (LOI) to offer an employment to you on behalf of **ODC Universal Technological Solutions Pvt. Ltd.** You can join us on **13th March 2023.**

1. We will offer you the position of **Software Engineer at Pune (Base Location)** once you complete **Annexure 'C' till** then you will be offered as internship against which you will be reimbursed **₹ 7500/- (₹ Seven Thousand Five Hundred Only)** per month on pro-rata basis maximum for 3 months.
2. Once the above-mentioned point '1' is completed your offer letter will be shared and you will be on probation for 6 months from the date of **Annexure 'C' completion against which you will be paid stipend of ₹ 22500/- (₹ Twenty-Two Thousand Five Hundred Only/- per month).**
3. During probationary period UTS reserve the right to terminate you if you are not doing well at your job or is otherwise deemed not suitable for a particular position.
4. You are not entitled for any leaves during probation period. However, you will be entitled for 06 days Casual Leave, 06 days Sick Leave per annum after probation period on pro rata basics.
5. You will be also eligible for 01 day Earned Leave which will be paid every month with salary if not availed after probation period.
6. On successful completion of probation period and verification on all required document mentioned in Annexure 'C' your appointment letter will be released with CTC approx. **₹ 375664/- (Rupees Three Lakhs Seventy-Five Thousand Six Hundred Sixty-Four Only)** per annum. Please refer **Annexure 'A'** & **Annexure 'B'** for the salary structure and other corporate benefits.
7. Office working hours starts from 9:30 AM through Monday to Friday. However, in case of business need you agree to support beyond Friday as and when required to meet the organizational goals.
8. You will be entitled of 10 days Holidays (Festivals & National Holidays) in a calendar year.
9. During the employment, you must comply by all policies of UTS. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
10. You will devote time and attention to your duties to promote the interests of the company and you will not, without previous written permission of the company, carry on any business or engage yourself in the services or employment of any other Company/Firm/Persons.
11. Your employment is terminable, without reasons, by either party giving **45 days (Forty-Five Days)** notice during probationary period and **90 days (Ninety Days)** notice on confirmation. UTS reserves the right to pay or recover salary in lieu of notice period and as mentioned in **Annexure 'B'**. Further, UTS 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 UTS desires the employee to continue the employment during the notice period you agree to do so.
12. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

We look forward to an enduring relationship with you.

Yours sincerely, Priti Deva Senior HR Manager ODC Universal Technological Solutions Pvt. Ltd.	I _____ accept the offer letter and associated terms and conditions. --------- Employee Signature

Innovating Possibilities

Annexure 'A'

Compensation Details			
#	Item	₹ Per Month	₹ Yearly
Part- A (Fixed Allowance)			
1	Basic	3232	38784
2	House Rent Allowance	1293	15516
3	Medical Allowance	1250	15000
4	Conveyance/WHF Allowance[1]	2000	24000
5	Performance Allowance[2]	3110	37320
6	Non LOP Allowance[3]	1037	12444
7	Special Allowance	3756	45072
8	Lunch Allowance[4]	1250	15000
9	Service Continuity Allowance[5]	8643	103716
10	HI Speed Broadband Allowance (HBA)[6]	1000	12000
11	Earned Leave Allowance[7]	916	10996
Total Fixed Allowance		**27487**	**329848**
Part- B (Other Contribution)			
12	PF Contribution Employer	1800	21600
Total of Part B		**1800**	**21600**
Total Fixed Gross Salary (Part A + Part B)		**29287**	**351448**
Part- C (Other Benefits)			
13	Gratuity	156	1866
14	Group Mediclaim (GMC)	1708	20500
15	Group Personal Accident Policy (GPA)	154	1850
Total of Part C		**2018**	**24216**
Total Yearly Cost to Company (A+B+C)			**375664**

- Company will provide ₹ 2.0 Lakhs Medical Insurance from for you, your spouse, two kids and 2 either of the parents.
- Company will provide up to ₹ 25.0 Lakhs Group Personal Accident Insurance for you.
- Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others.
- Applicable Taxes will be deducted as per Indian Govt. Rule for respective financial year.

Innovating Possibilities

Annexure 'B'

Descriptions of Superscript:
[1] WHF should be approved from the General Manager/HOD and approval needs to shared with Finance before salary processing. WHF Allowance is not applicable for support associates under Business excellence.
[2], 100% Amount is Fixed however achieving more than the target result in high %.
[3] 100% is payable for zero Leave without Pay; however, for every day LOP 25% will be deducted.
[4] Company will be paying ₹ 60/- (Sixty only) per day present in the office for your afternoon lunch. No Lunch allowance will be provided in case you are eligible for onsite allowance /Working from Home.
[5] This amount is not payable incase of you are serving the notice period / resigned. If the associates resign before 2 years of service than 12 month Service Continuity Allowance will be recovered.
[6] - Amount is payable monthly with salary incase you submit the broadband invoice of the same house 🏠 associate is staying that it will be considerd as tax free reimbursement allowance. HBA is not applicable incase Working from Onsite.
[7] This amount will be paid if no LOP or Earned Leave is taken. It is not payable if you are serving the notice period / resigned.

Innovating Possibilities

Annexure 'C'

List of mandatory documents required for employment confirmation/onboarding:

- Education/Professional Qualification (Originals* + Copies)
- Appointment letter & Relieving Letter from all Employer
- All Experience letters
- Last Year Form 16 for last 3 years
- Proof of Local and Permanent Residence
- Copy of Aadhar Card, Passport and PAN Card
- 4 (four) passport size Photographs
- Proof of Age
- Blood Group Report and Emergency Contact Details
- Covid-19 test report is MANDATORY before joining.
- Covid Vaccination completion report from Co-win

* Original will be required to verify the copies. Your offer is subject to your degree completion with zero backlog at the time of joining.

Accepted Signature _____

Offer: Computer Consultancy
Ref: TCSL/CT20223852102/Pune
Date: 24/09/2022

Mr. Akshat Nandu Hole
S.No 20/3/2a Behind Samadhan Hotel Lane , KharadiSamadhan Colony,
Kharadi,
Pune-411014,
Maharashtra.
Tel# 91-9763655565

Dear Akshat Nandu Hole,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
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TATA

GROSS SALARY SHEET

Annexure 1

Name	Akshat Nandu Hole
Designation	Systems Engineer
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive**		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/CT20223951561/Pune
Date: 21/09/2022

Mr. Hitesh Harish Jadiye
Plot No 17 Subhash ColonyShahada Road,
Near Cottage Hospital,
Shirpur-425405,
Maharashtra.
Tel# -

Dear Hitesh Harish Jadiye,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No. 103/A/1/29, CTS 4995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7197 Website: www.tcs.com
Registered Office: 9th Floor, Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Customer Service direct: 1800 209 3111 Email: care@tcs.com

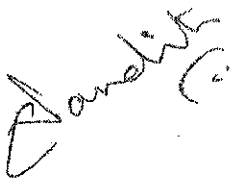
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Hitesh Harish Jadiye**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Filtrum™

22nd March 2023

HRD/Mar23/22

OFFER OF EMPLOYMENT

Chaitanya Kale
1560, Bandar Road, Kale Wada,
Ratnagiri, Maharashtra- 415612.

Dear Mr. Chaitanya Kale,

This refers to your application and subsequent interview / s you had with us. We are pleased to offer you the position of **"Trainee (GET)"** for a period of 12 months.

Your gross per annum compensation (inclusive of PF, Bonus/Ex-gratia & other annual benefits) will be **Rs. 4,41,600 /-** (Rupees Four Lakhs Forty-One Thousand Six Hundred only). The detailed break-up of the same is attached. (Refer Annexure)

Your appointment letter specifying the terms and conditions of employment will be given to you after you complete the joining formalities.

As per our corporate policy, you will be required to sign a non-compete confidentiality agreement at the time of your joining. You will also have to undergo a medical examination at one of our approved hospitals prior to your date of joining.

Please return the duplicate copy duly signed by you as a token of your acceptance of the offer.

This offer of employment is valid for 7 days from the date, which you have communicated as your date of joining the company. If you do not report/join within 7 days from the date which has been communicated by you to the company, then this offer of employment stands cancelled automatically.

As an organisation policy, we perform a background verification check for every new candidate. After joining our organization, you shall not engage yourself in any other job, employment, part time occupation, trade or business. (refer company's code of conduct policy at the time of joining). If any discrepancies are found in the provided data, the organisation has every right to cancel the appointment at any point of time.

Yours sincerely,
For Fleetguard Filters Pvt. Ltd.

Niranjan Kirloskar
Managing Director

26/04/23
Chaitanya Prasad Kale

Fleetguard Filters Private Limited

Corporate Identification No. [illegible]

Regd. Office: 136, Park Marina Road, Baner, Pune - 411 045 Maharashtra, India Tel.: +91 20 6717 9111/222, +91 20 3997 0111/222
Fax: +91 20 3997 0333 | Email: marketing@fleetguard.filtrum.com | Website: www.fleetguard.filtrum.com

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Annexure

Employee Name :	Chaitanya Kale	
Designation / Grade :	Trainee (GET)/ TR1	
A	**Component Details**	**Amount**
Sr No	**Monthly Payables**	**In Rupees**
1	Basic Salary/Stipend	15,000.00
2	Misc. Allowance	20,000.00
Total Gross Per Month		**35,000.00**
B	**Annual payables**	
1	Employer Contribution to PF	21,600.00
	CTC (A+B)	**4,41,600.00**
Benefits other than CTC		
Gratuity is payable only after completion of 5 years of continuous service (Provision as per Gratuity Act).		
Hospitalization Benefit = GPAP benefit for employee self and mediclaim coverage is provided for self and dependents.		
Standard Deductions		
Employee contribution to Provident Fund will be deducted as per applicable PF rules.		
Taxation will be governed by the Income tax rule as per applicable tax slab/s.		
****Above compensation figures are strictly confidential and should not be disclosed to anyone in the organization.**		

Chaitanya Prasad Kale

Fleetguard Filters Private Limited

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WINONE
Product Technologies

WINONE PRODUCT TECHNOLOGIES PVT LTD

ADD: UNIT No - 4 / 6, "MEDHI PARK" D.P. ROAD, AUNDH, PUNE - 411007.
PH: +91 9850820591 /9325577175. E MAIL : mahindra@winoneprotech.com W: www.winone.in

Ref: WPT: OFFER/L/105/TUE/25/04/2023/M

OFFER LETTER

PRIVATE & CONFIDENTIAL

Mr. Pratham Saroware
Graduate Engineer Trainee- Mechanical Engineer

Dear Candidate,

We are pleased to offer you employment with WINONE PRODUCT TECHNOLOGIES PVT LTD as a "Graduate Engineer Trainee" subject to the following terms & conditions:

1. Your CTC will be 3.00 LPA. (Detailed Salary Breakup will be provided in the appointment letter) . Your salary will be reviewed annually based on your performance and contribution to the company

2. You would be serving SIX months Probation period in which you will be trained in multiple departments and your progress will be analyzed.

3. The management reserves the right to terminate your services at any time as deemed, fit within the framework of applicable Law. The management further specifically reserves the right to terminate your services if you are found guilty of false reporting, misappropriation of the Company's monitory resources and materials, false claim of expenses, and poor performance and also make good the loss if any, arising out of your misconduct.

4. Confidentiality and Non-Disclosure: As a Graduate Engineer Trainee, you will have access to confidential information and trade secrets of the company. You will be required to sign a Confidentiality and Non-Disclosure Agreement, which prohibits you from disclosing any confidential information or trade secrets of the company to any unauthorized persons or entities.

5. Code of Conduct: As an employee of the company, you will be required to comply with the company's Code of Conduct and other policies and procedures.

6. You are liable to change in designation and work profiles depending on your performance and also in conjunction with the decision of the management, depending upon exigencies of work and needs of the organization, and you shall abide by such requests.

7. It is mandatory to serve a 30-day notice from the date of resignation.

8. The Letter is effective from the date of signing, and you are asked to comply with the Company's regulations and policy during your work engagement with the Company.

9. As per the Company's policy, remuneration information is strictly confidential. Hence, you are requested not to discuss or disclose the above details with other employees.

10. Once you accept this offer letter, a detailed appointment letter will be issued to you with all other terms and conditions.

WINONE
Product Technologies

WINONE PRODUCT TECHNOLOGIES PVT LTD

ADD: UNIT No - 4 / 5, "MEDHI PARK" D.P. ROAD, AUNDH, PUNE - 411007.
PH: +91 9850820591 /9325577175. E MAIL : mahindra@winoneprotech.com W: www.winone.in

Please confirm your understanding and acceptance of the terms as mentioned herewith by signing the Letter. Signed copy of the same is to be submitted at the time of joining.

Regards,

WINONE Product Technologies PVT. LTD. PUNE/INDIA

Authorized Signatory
Mahendra Ulangwar

I confirm that I have read, understood, and agreed to the terms set forth in this Letter.

Name: Date:

Sign:

Appendix:

The following documents are required to be submitted at the time of joining.

- Certificates of your Educational Qualifications
- Certificates of your previous employment
- 2 passport-size photographs
- AdharCard & Pancard photocopy.

www.testyantra.com

CIN NO: U72200KA2007PTC044701

7th April, 2022

DEAR MR. ABHIJIT DAHAGAONKAR,

ON BEHALF OF TEST YANTRA SOFTWARE SOLUTIONS, IT IS MY PLEASURE TO CONFIRM OUR OFFER OF APPRENTICE TRAINEE FOR 6 MONTH AT OUR PUNE DECCAN – MAHARASHTRA. WE EXTEND THIS OFFER, AND THE OPPORTUNITY IT REPRESENTS, WITH GREAT CONFIDENCE IN YOUR ABILITIES.

DURING THIS TRAINING PROBATION PERIOD, YOU WILL BE EXPECTED TO FULFILL ALL THE DUTIES AND RESPONSIBILITIES ASSIGNED TO YOU BY THE TEAM LEAD, MR. KEDARNATH WHO WILL ALSO BE THE PERSON WHOM YOU WILL BE REPORTING.

AS A SOFTWARE TRAINEE, YOU WILL NOT BE ENTITLED FOR ANY OTHER KIND OF MONETARY BENEFITS OTHER THAN ONE CASUAL LEAVE A MONTH DURING THE TRAINING PERIOD.

YOU WILL ABIDE BY THE RULES AND REGULATIONS OF THE COMPANY WHICH ARE IN FORCE FROM TIME TO TIME AND THE COMPANY SHALL HAVE THE RIGHT TO VARY OR MODIFY ANY OR ALL OF THE ABOVE TERMS AND CONDITIONS IN SERVICE WHICH SHALL BE BINDING ON YOU.

ANY ACT OF DISHONESTY, DISOBEDIENCE, INSUBORDINATION, INCIVILITY, INTEMPERANCE, IRREGULARITY IN ATTENDANCE OR OTHER MISCONDUCT OR NEGLECT OF DUTY, OR INCOMPETENCE IN THE DISCHARGE OF DUTY ON YOUR PART OR THE BREACH OF ANY OF THE TERMS, CONDITIONS AND STIPULATIONS CONTAINED HEREIN WILL RENDER YOU LIABLE TO TERMINATION OF YOUR EMPLOYMENT WITHOUT NOTICE OR COMPENSATION THEREOF.

IT IS OUR HOPE THAT YOUR ACCEPTANCE OF OUR OFFER WILL BE JUST THE BEGINNING OF A MUTUALLY BENEFICIAL RELATIONSHIP WITH OUR ORGANIZATION. WE TAKE GREAT PLEASURE IN WELCOMING YOU TO OUR ORGANIZATION AND SINCERELY HOPE THAT YOU' R PERIOD OF SERVICE WITH US WILL BE LONG, PLEASANT AND OF MUTUAL BENEFIT. YOUR GROSS SALARY INCLUDING ALL BENEFITS WILL BE`3,18,887/-PER ANNUM, AS PER THE TERMS

AND CONDITIONS SET OUTHEREIN.

THE GROSS SALARY MENTIONED ABOVE IS INCLUSIVE OF THE VARIABLE ALLOWANCE BECOMING EFFECTIVE UPON SUCCESSFUL COMPLETION OF THE INITIAL TRAINING PROGRAMME.

KINDLY CONFIRM YOUR ACCEPTANCE OF THIS OFFER ONLINE THROUGH THE OPTION 'ACCEPT OFFER LETTER'. IF NOTACCEPTED WITHIN 7 DAYS, IT WILL BE CONSTRUED THAT YOU ARE NOT INTERESTED IN THIS EMPLOYMENT AND THIS OFFER WILL BE AUTOMATICALLY WITHDRAWN.

SINCERELY,

FOR

TEST YANTRA SOFTWARE SOLUTIONS (I) PVT. LTD.

EXECUTIVE HR

CORPORATE OFFICE: 88, 3RD FLOOR, BRIGADE CHAMBERS, BASAVANAGUDI, BENGALURU, KARNATAKA 560004

Mech. S/w MAY - 2023

GESELLSCHAFT FÜR NUMERISCHE SIMULATION gns

REF No.- GNS/HR/APPT/2023/43

To,
S/o-Mr.Abdulrauf Shaikh,
115/6, Murarji peth,
Solapur,
Maharashtra-413001

Date: 27-07-2023

Appointment Letter

Dear Mr. Rameez Shaikh,

We are pleased to appoint you as **Trainee Engineer-CAE** in our organization in Pune on the following terms and conditions with effect from **24-07-2023**.

1. Your consolidated salary will be **Rs.2,50,000/- Per Annum** (Two Lakh Fifty Thousand Only) details are mentioned in Annexure. This will be your aggregate CTC including employer and employee Provident Fund, Medical Contribution, Canteen Allowance & Gratuity as per govt. norms etc.

2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for a salary increase.

3. During the first three months, you are expected to undergo training for a period of six day per week and will not be eligible for any paid leaves during the training period. After finishing the training period, you will need to undergo the test which will be based on training and if you are not able to clear this test, you will be deemed unfit for employment.

4. Your working days for one year after joining will be 6 days working (Monday to Saturday).

5. If you discontinue the service within 27 months (including 3-month training) period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.

6. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.

7. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

8. The Company may from time to time provide you training through current employees, trainers or clients. If you discontinue the service within One-year period, the company reserves the right to recover the amount of rupees one lakh incurred for training and other related expenses.

9. The Company may from time to time send you for training overseas. After successful completion of training/assignment, you will be required to come back to India and work for the Company for a minimum period of Two year. If you discontinue the service within that Two-year period, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other living expenses. You will be required to sign an undertaking to that effect prior to being sent overseas.

10. **Confidential:** During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.

11. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents, and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.

12. You will not, during the continuation of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, or otherwise in any other business, trade, or profession whatsoever. Youwill devote your whole time and attention to your duties with us.

13. The Company may, terminate your service by giving you one-month notice or salary in lieu of notice if performance found unsatisfactory however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct. Should you, however, desire to sever connections with the Company, it will be necessary for you to give three-month notice to the Company of your intention to do so.

14. In case of resignation, salary for one month will be kept on hold and it will be disbursed at the time of Full and final settlement.

15. The Company holds the right to withhold the full & final settlement as well as the relieving documents if the notice period policy is not adhered to.

16. Any employee who intends to resign after availing medical benefits for his/her parents will be liable to follow rules as per the company policy.

17. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.

18. Any employee deputed at the client site/location will need to follow rules & regulations as per the company where they are deputed.

19. You will retire from the Company's services at the age of sixty years.

20. You will entitle to take leaves as per rules of the company.

21. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.

22. Salary Increment Eligibility: Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee Engineers, salary revision is after 1 yrs excluding 3-month training period.

23. Any employee joining the company, will have to bear the cost for four-wheeler parking on his/her own on monthly basis as company will not be responsible for the same.

Your assignment entails **CAE** responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our **CAE** team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

For GNS Engineering India Private Limited

PUNE 412 105

Sanjay Panwar
Managing Director

Acknowledged and accepted:

Date:

Signature of Candidate

Date: 30/03/2023

Offer Letter

To,

Harshal Gaikwad

Sub: Offer Letter

Dear Harshal,

We are pleased to offer you the position of **Graduate Engineer Trainee Business Development and Applications Engineer** at **Radiance Hydraulics** based in Pune.

As mentioned before, you will be eligible to receive the following beginning on your joining date:

- Stipend of **₹ 10,000/-** during the probation period (6 months)
- Total Target Compensation of **₹ 3,00,000/- inclusive of incentive** after end of probationary period
- Holidays and Annual Leaves on pro rata basis based on your date of joining

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Pune office.

Please submit the following documents at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters, if any, (4) two coloured passport-size photos, (5) latest salary slips from your previous organization, if any and (6) proof of address and carry originals for verification purposes.

Kindly note that the joining for all candidates will be on a rolling basis based on business needs and the company reserves the right to revoke this letter at any point of time.

We look forward to welcoming you aboard.

Sincerely,

Vipul Sonawane
Managing Director
Radiance Hydraulics

Registered Office &Mailing Address:
Radiance Hydraulics
301 Chintamani Prasun Dham,
Opp Birla Hospital, Chinchwad Pune 411 033

GSTIN 27GEKPS2706K1ZZ
Email – sales@radiancehydraulics.com
Website – www.radiancehydraulics.com
Reach us @ +91 8793142374

07 July 2023

Shivam Arun Yewale
Email: shivamyewale1070@gmail.com
Mob No: 7378509823

Re: Offer Letter

Dear Shivam Arun Yewale

RLE India Private Limited ("**RLE**" or "**we**" or "**us**" as the case may be) is pleased to offer you the position of **Graduate Engineer Trainee – Band – E1** ("**Position**") on the terms and conditions broadly set out in this offer letter ("**Offer Letter**").

1. **Definition and Interpretation**. Unless the contrary intention appears and/or the context otherwise requires, all capitalized terms shall have the meaning specifically ascribed to them. Such meanings shall apply throughout the Offer Letter.

2. **Joining Date**. You will be required to sign and return a copy of this Offer Letter within 5 (five) business days of the offer being made to you by RLE, together with all necessary documentation as provided in Clause 3 below. In the event, you do not respond with the signed Offer Letter and necessary documentation within the stipulated time, RLE will have the option to withdraw the offer of employment. As per the terms of this Offer Letter and as agreed upon mutually, you will report on **11 July 2023** ("**Joining Date**") to **Mr. Onkareshwar Bijjargi.** The terms and conditions of your employment will be provided to you when you report at the RLE office on your Joining Date.

3. **Relevant Documentation**. We wish to make your transition to RLE as smooth as possible. In order to ensure the same, you are required to submit various documents as detailed in the **ANNEXURE A**, together with the signed copy of the Offer Letter, within the stipulated time as provided in Clause 2 above.

4. **Background Checks**. In addition to providing the documentation as under Clause 3 above, if applicable to you, you are required to provide either a relieving letter from your most recent employer or confirmation from your most recent employer that your resignation has been accepted. If you do not provide this documentation together with the other documents as indicated in Clause 3 above, within such time as stipulated therein, your acceptance of this Offer Letter will not be processed until acceptable documentation has been provided and the Joining Date will be revised as RLE deems fit.

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Further, you agree to provide all such documents as requested for and by RLE to enable RLE to perform appropriate background verification and reference checks. RLE reserves the right to withdraw this offer at its sole discretion if you fail to provide all or any of the documentation requested (within the relevant period as indicated) and if it does not receive satisfactory feedback on background verification and/or reference checks which have been consented to by you.

5. **Employment Agreement.** Upon completion of the formalities contained in the Offer Letter, you will be required to execute an employment agreement and a confidentiality and assignment agreement on the Joining Date, which contains the detailed terms and conditions of your employment including company policies that are to be undertaken by you before confirming you as a full-time employee with RLE.

6. **Probation**. Your first 12 (twelve) months from the Joining Date will be considered your Initial Probation Period **("Initial Probation Period").** Within the Initial Probation Period, your performance will be evaluated periodically. However, based on the assessment of your performance, RLE, at its sole discretion, may extend the Probation Period by a maximum of 2 (two) months upon written notification to you. Due to any interruption of your services during the Probation Period extending beyond 10 (ten) working days, the Probation Period shall be extended with a such number of working days. Based on confirmation, your probation will be confirmed in writing by RLE.

7. **Notice Period.** The notice period for separation on either side will be three (3) months. You will be required to attend the office throughout the notice period. In the event of operating the provision of payment in lieu of notice, the notice shall mean the full month's salary, including any other allowance payable. The option of setting the notice pay, partly or fully, by way of payment in lieu of the notice period or by adjusting the privilege leave at your credit is at the sole discretion of the company keeping the business continuity in the mind.

8. **Training.** RLE will provide various types of training e.g., classroom training, on-the-job training, training at locations out of RLE's offices, domain training, tool training, soft skills training, etc. In consideration of this training to be imparted by RLE, you undertake to serve at RLE or RLE's subsidiaries, associated companies, clients, or branch offices by the terms set out in the employment agreement that will be shared on the Joining Date.

9. **Job Description**. Description of your job with RLE, including any/all of your duties, responsibilities and functions associated with your position may be altered by RLE, from time to time, as per its business needs. You will be informed of any such alterations to your position and your duties, responsibilities and/or functions as and when the same comes into effect.

10. **Compensation and Benefits**. For the entire duration you serve as an employee of RLE and in full consideration for your services as an employee of RLE, based on the terms and conditions set forth in this Offer Letter, RLE will pay you and you shall accept as compensation, a basic annual salary, and other allowances, benefits and perquisites ("**Compensation**") as set out in

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ANNEXURE B of this Offer Letter. You will not be eligible for salary revision during the current appraisal cycle. In addition to the Compensation, details of other incentives and benefits of RLE that you may be eligible for shall be set out in the employment agreement that will be shared on the Joining Date, subject to submission of relevant information/documentation and satisfactory background checks.

11. If the employee fails to successfully complete their degree and receives an uncleared or unsuccessful result, the employment with RLE will be terminated with immediate effect.

12. **Location**. You will be initially based at the RLE office in **Pune**. However, to support our continued growth and/or business needs, you may be transferred or relocated or secondment to the offices of any of RLE's subsidiaries, associated companies, client location or branch offices either in India or overseas.

13. **Duties**. You acknowledge, consent and agree to adhere to all duties as is reasonably expected of you as an employee of RLE and as may be communicated to you by RLE from time to time, for the entire duration you remain an employee of RLE, including without limitation, such duties that form a part of your continuing obligations as per the terms of your employment.

14. **Confidentiality.** You agree that the terms and conditions contained in this Offer Letter are confidential and cannot be disclosed to any person or third party.

15. **Employee Representations.** In the event that any documentation/information provided as per Clause 3 is false or inaccurate, then at any time during the Probation Period, or in the event, if the employment has already commenced by the time the background verification and/or reference checks are completed, then at any such time, RLE has the right to, at its sole discretion, terminate this employment arrangement immediately, without notice or pay.

16. **Induction**. You will undergo a formal induction program upon joining the company. During the induction, you will learn more about RLE, our competitive benefits and company policies. You will also have an opportunity to meet the new team members like yourself and senior leaders that set the direction for RLE.

Sincerely,
for **RLE India Private Limited**

Ramesh Murthy
General Manager – HR & Operations

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ANNEXURE A

LIST OF DOCUMENTS

Sl. No.	Documents
1	Recent passport-size photographs (4 numbers) on a white background.
2	All original certificates and mark sheets of educational qualifications starting from the 10th class, along with one photocopy of each.
3	PF/FP scheme number/slip, if any, issued by the previous employer.
4	All previous employment salary slips, appointment letters and relieving/service certificates (last five years or 3 employers).
5	Photocopy of passport, if available. (If you do not possess a passport, then you are requested to apply for the same at the earliest).
6	Details of the income tax deductions by the previous employer.
7	2 photocopies of your PAN card and ID Proof (Adhaar/Driving License/Ration card etc.).
8	Final COVID vaccination certificate.

Note: ***Please bring the original copies of the documents set out above on the Joining Date.***

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30 Years Engineering Excellence Worldwide

RLE INDIA PRIVATE LIMITED

RLE INTERNATIONAL

ANNEXURE B

COMPENSATION

SALARY STRUCTURE		
Component Category	**Amount (INR)**	**Details**
Fixed Components	3,35,600	= (A + B + C + D)
A. Basic Salary	1,75,000	
B. HRA	87,500	
C. Flexible Benefit Plan (FBP)	51,500	Associate can structure this component during their income tax planning
D. Provident Fund (Employer Contribution)	21,600	Payable as per The Employees' Provident Funds And Miscellaneous Provisions Act
I. Cost to Company (CTC)	3,35,600	= (A + B + C + D)
II. Gratuity	8,400	Payable for eligible Associates as per "Gratuity Act"
III. Premium for Insurance	6,000	Towards Group Health (GHI) Insurance for self, spouse & children (2), as per company policy
Total Cost to Company (TCTC)	3,50,000	= (I + II + III)

Additional Benefits:
- Group Personal Accident Insurance (GPA) coverage for self as per company policy
- Parental insurance coverage policy administrated by the company but premium has to be borne by the employee
- Bus pass facility and shift allowance for eligible employees as per company policy

Welcome to RLE, we look forward to seeing you soon!!

Acknowledgement by Associate:

I HAVE READ, ACKNOWLEDGED, UNDERSTOOD, AND UNDERTAKE TO ADHERE TO THE TERMS OF THIS OFFER LETTER.

Accepted by:

Shivam Arun Yewale
Graduate Engineer Trainee

Date: 07 July 2023

Regd Office: RLE INDIA PRIVATE LIMITED
Unit No. 1 & 2 8th Floor
Innovator International Tech. Park
Whitefield Bangalore
560066 India

Tel.: +91 80 4351 9100
info@rle.co.in

Bank Account Details
A/c: 10026368136
IDFC First Bank Limited
IFSC: IDFB0080155
Swift: IDFBINBBTRY

CIN: U34300DL2005PTC140947
PAN: AADCR1027A

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16-May-2023

Mr. Vishvajeet Vivek Ghatage
College Name: AISSMS College of Engineering, Pune
Student Address: S/O Vivek Ghatage,
Shree Lekha app, Flat No. 8,
Shree Ram Chowk, Behind Church,
Indira Nagar, Cidco colony, Nashik,
Maharashtra- 422009

Subject: Pre-placement / Employment Offer

We are pleased to offer you employment as Trainee – Production Engineer in Production Department with Twin Engineers Pvt. Ltd., Pune, Maharashtra as per following terms:

- **Joining:** You are expected to join your work with us on or before – 01 July 2023.
- **Work Location:** Bhosari, Pune
- **Probation Period**: You shall be on training period for one year from the date of your joining and followed by probation period of six months. Your employment confirmation will be upon successful completion of your performance assessment.
- **Compensation**: In line with our willingness to offer you employment and your subsequent acceptance for the same regarding your compensation; the salary breakup is detailed on Page Number Two. Your next compensation revision will be done post completion of your successful probation period in continuous employment with us, as discussed during the interview process.
- **Joining Formalities**: As part of your joining formalities on Day One, please refer and submit the necessary documents as per "Documents List" along with original documents for verification.

Please note: you have committed to re-locate near to Twin Engineers Pvt. Ltd. (Bhosari) to reduce your daily travel time; we understand your concern and respect your commitment as it benefits in work-life balance for professionals.

Few clarifications on benefits
- 05 Casual Leave for calendar year; accordingly, pro-rata
- 05 Sick Leave for calendar year; accordingly, pro-rata
- 15 Privilege Leave for calendar year; accordingly, pro-rata credited on 01-Jan each year for leaves earned basis previous year working tenure
- 09 Paid Holiday for calendar year
- Canteen: we have optional paid canteen facility at our premises.

Compensation structure:

Particulars	Monthly	Annual
Basic	15,000	1,80,000
House Rent Allowance @40%	6,000	72,000
Allowance : Children	1,000	12,000
Allowance : Washing	-	-
Allowance : Books & Periodicals	1,000	12,000
Allowance : Upkeep	3,080	36,960
Allowance : Miscellaneous		-
Allowance : Others		-
Bonus	1,400	16,800
LTA	-	-
Fuel Reimbursement	-	-
GROSS	**27,480**	**3,29,760**

Employer Contribution's		
Provident Fund	1,800	21,600
ESIC @ 3.25%	-	-
Gratuity @ 4.81%	722	8,658
COST TO COMPANY	**30,002**	**3,60,018**

NET PAY CALCULATION		
Monthly Gross	27,480	3,29,760
(Less) Provident Fund	- 1,800	- 21,600
(Less) ESIC @ 0.75%	-	-
(Less) Professional Tax	- 200	- 2,500
(Less) Income Tax	-	-
(Less) Others	-	-
CASH IN-HAND	**25,480**	**3,05,660**

SIMIRA®
Healthcare Private Limited

1st June, 2023

Offer Letter

To,

Mr. Aniket Kadam,

This is reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with us as **"Credit Control Manager"** for your gross compensation will be as per Annexure.

Please note that this merely an offer letter. The Company's standard appointment letter containing terms and condition of employment will be issue to you on your joining the company, which shall be binding on you.

You are requested to join us on or before **5th June**. Failing which this offer of Employment shall stand withdrawn.

You will be lock-in policy period for one year wherein you need to be in system for 1 year, incase planned to resign within one year you need to either serve 45 days' notice period or pay 45 days salary to the company.

Kindly handover below mentioned essential documents at the time of joining.

1. Coloured passport sized latest formal photograph –for record.
2. Copy of Birth Certificate / proof of age for arriving at the date of retirement.
3. Copy of the Mark Sheet/ Qualification Certificates of all the exams passed by you as compliance to the position.
4. Copy of your Pan Card (Self Attested).
5. Copy of Adhaar Card (Self Attested)
6. Copy of your residential address proof.
7. Copy of the last 3 pay-slips with your previous employer.

Candidates to advise to bring their original certificates for verification.

Kindly signature the duplicate copy of this letter as a token of your acceptance of this offer and send back to undersigned for record.

Yours faithfully,

For Simira Healthcare Pvt Ltd

Authorized Signatory,

I confirm having read, understand the above terms & Conditions, and promise to abide by all the terms and conditions as specified above.

77900 98009 Support@simirahealthcare.com www.simiradiagnostics.com
4th floor, Bhoomi Landmark, Sector 17, Above Kia Showroom, Khanda Colony,
Greater Khanda, Panvel, Maharashtra 410206

SIMIRA®
Healthcare Private Limited

Annexure – I

Name of Employee : Aniket kadam

Designation : Credit Control Manager

Date of Appointment : 20/6/2023

Employee No. : -

Location: HQ – Khanda Colony

Compensation Package

Particulars		Monthly	Yearly
Basic Salary		22,000	264,000
HRA		11,000	132,000
Medical Allowance		1,250	15,000
Conveyance Allowance		1,600	19,200
Other Allowance		12,350	148,200
Gross Salary	**(A)**	**48,200**	**578,400**
Provident Fund		1,800	21,600
ESIC		-	-
Prof Tax		200	2,400
Employees Contribution	**(B)**	2,000	24,000
Net Salary (Take home Salary)		**46,200**	**554,400**
Provident Fund		1,800	21,600
ESIC		-	-
Employer's Contribution	**(C)**	**1,800**	**21,600**
Variable Incentive	**(D)**	-	-
Total (A+C) Cost to Company		**50,000**	**600,000**

The Company is entitled to make such deductions from the above compensation as may be statutorily required.

Yours faithfully,

For SIMIRA Healthcare Pvt. Ltd.,

Dr. Santosh Wakchaure

Director

ACCEPTED

(Aniket Kadam)

77900 98009 Support@simirahealthcare.com www.simiradiagnostics.com

4th floor, Bhoomi Landmark, Sector 17, Above Kia Showroom, Khanda Colony, Greater Khanda, Panvel, Maharashtra 410206

Date: 30/03/2023

Offer Letter

To,

Harshal Gaikwad

Sub: Offer Letter

Dear Harshal,

We are pleased to offer you the position of **Graduate Engineer Trainee Business Development and Applications Engineer** at **Radiance Hydraulics** based in Pune.

As mentioned before, you will be eligible to receive the following beginning on your joining date:

- Stipend of **₹ 10,000/-** during the probation period (6 months)
- Total Target Compensation of **₹ 3,00,000/- inclusive of incentive** after end of probationary period
- Holidays and Annual Leaves on pro rata basis based on your date of joining

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Pune office.

Please submit the following documents at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters, if any, (4) two coloured passport-size photos, (5) latest salary slips from your previous organization, if any and (6) proof of address and carry originals for verification purposes.

Kindly note that the joining for all candidates will be on a rolling basis based on business needs and the company reserves the right to revoke this letter at any point of time.

We look forward to welcoming you aboard.

Sincerely,

Vipul Sonawane
Managing Director
Radiance Hydraulics

Registered Office &Mailing Address:
Radiance Hydraulics
301 Chintamani Prasun Dham,
Opp Birla Hospital, Chinchwad Pune 411 033

GSTIN 27GEKPS2706K1ZZ
Email – sales@radiancehydraulics.com
Website – www.radiancehydraulics.com
Reach us @ +91 8793142374

Mech. S/W May - 2023
2022

GESELLSCHAFT FÜR NUMERISCHE SIMULATION gns

REF No.- GNS/HR/APPT/2023/43

To,
S/o-Mr.Abdulrauf Shaikh,
115/6, Murarji peth,
Solapur,
Maharashtra-413001

Date: 27-07-2023

Appointment Letter

Dear Mr. Rameez Shaikh,

We are pleased to appoint you as **Trainee Engineer-CAE** in our organization in Pune on the following terms and conditions with effect from **24-07-2023**.

1. Your consolidated salary will be **Rs.2,50,000/- Per Annum** (Two Lakh Fifty Thousand Only) details are mentioned in Annexure. This will be your aggregate CTC including employer and employee Provident Fund, Medical Contribution, Canteen Allowance & Gratuity as per govt. norms etc.

2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for a salary increase.

3. During the first three months, you are expected to undergo training for a period of six day per week and will not be eligible for any paid leaves during the training period. After finishing the training period, you will need to undergo the test which will be based on training and if you are not able to clear this test, you will be deemed unfit for employment.

4. Your working days for one year after joining will be 6 days working (Monday to Saturday).

5. If you discontinue the service within 27 months (including 3-month training) period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.

6. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.

7. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

8. The Company may from time to time provide you training through current employees, trainers or clients. If you discontinue the service within One-year period, the company reserves the right to recover the amount of rupees one lakh incurred for training and other related expenses.

9. The Company may from time to time send you for training overseas. After successful completion of training/assignment, you will be required to come back to India and work for the Company for a minimum period of Two year. If you discontinue the service within that Two-year period, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other living expenses. You will be required to sign an undertaking to that effect prior to being sent overseas.

10. **Confidential:** During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.

11. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents, and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.

12. You will not, during the continuation of your employment undertake nor carry on either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent, or otherwise in any other business, trade, or profession whatsoever. Youwill devote your whole time and attention to your duties with us.

13. The Company may, terminate your service by giving you one-month notice or salary in lieu of notice if performance found unsatisfactory however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct. Should you, however, desire to sever connections with the Company, it will be necessary for you to give three-month notice to the Company of your intention to do so.

14. In case of resignation, salary for one month will be kept on hold and it will be disbursed at the time of Full and final settlement.

15. The Company holds the right to withhold the full & final settlement as well as the relieving documents if the notice period policy is not adhered to.

16. Any employee who intends to resign after availing medical benefits for his/her parents will be liable to follow rules as per the company policy.

17. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.

18. Any employee deputed at the client site/location will need to follow rules & regulations as per the company where they are deputed.

19. You will retire from the Company's services at the age of sixty years.

20. You will entitle to take leaves as per rules of the company.

21. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.

22. Salary Increment Eligibility: Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee Engineers, salary revision is after 1 yrs excluding 3-month training period.

23. Any employee joining the company, will have to bear the cost for four-wheeler parking on his/her own on monthly basis as company will not be responsible for the same.

Your assignment entails **CAE** responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our **CAE** team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

For GNS Engineering India Private Limited

PUNE 412 105

Sanjay Panwar
Managing Director

Acknowledged and accepted:

Date:

Signature of Candidate

FM LOGISTIC

Ref.No. FM/HR/2023/July

Date: 27th July 2023

Mr. Aayush Shriniwas Patil
Address: Plot No 91, Bansilal Nagar Road, Harikiran Society, Malkapur, Buldhana - 443101
Mobile: +91 9822936375
E- Mail: - aayushpatil818@gmail.com

AISSMS COLLEGE OF ENGINEERING PUNE

Dear Aayush,

SUB: OFFER LETTER

With reference to your application for the position of **"Supply Chain Planning Engineer"** and the subsequent interview /discussions you had with us, we are pleased to offer you employment in our organization on the following terms and conditions.

1. **Designation & Place of work**: You will be designated as **"Supply Chain Planning Engineer"** for **"Atlas Copco, Common DC, Pune, Chakan".** The company may, at the discretion of exigencies of business or otherwise, transfer you to or from any of the company's departments or branches, or associate or subsidiary companies, in a similar or comparable capacity, within the geographical limits of India, whether such Department, Branch, Associate or subsidiary company is or is not in existence at the time of commencement of this contract of employment. In the event of transfer, you will be required to conform to the working hours & working days that are operative at the place to which you are transferred/posted.

2. **Reporting**: You will report to **Supply Chain Manager.**

3. **Remuneration**: You will be drawing **CTC of Rs. 3,63,982/- (Rupees Three Lakhs Sixty-Three Thousand Nine Hundred Eighty-Two Only) Per Annum.** The detailed breakup of the same is enclosed for your ready reference.

4. **Probation:** On joining the company, you shall be on probation for a period of **Six Months**. During this period, your employment may be terminated by either side by giving One-month notice. Further unless communicated to you in writing, your services **shall not stand confirmed** at the end of the period of probation.

5. **Working Hours:** Your normal working hours will be as per the FM account at client's location. There can be late sitting/stretch hours/shifts as well depending upon the workload.

6. **Date of Joining:** The above offer stands valid on your joining on or before **1st August 2023** and subject to successful background verification of the information provided by you. You are required to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.
   - Photo copies of your education certificates
   - Photo copies of your experience history
   - 3 I card size photographs with red background
   - Latest Pay slip of your last company
   - Copy of your address proof
   - Relieving & Experience letter from your current organization
   - EPFO e-Nomination Proof
   - Joining Report duly submitted through your Reporting Authority.

Thanking you,

Yours faithfully,
For FM India Supply Chain Pvt. Ltd.

Mayank Garg
Director- Human Resources

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

FM LOGISTIC

Salary Structure	
Name : Aayush Shriniwas Patil	
Designation : Supply Chain Planning Engineer	
Location : Pune - Atlas Common DC	
Wage Components	**Amount**
Basic	18,000
DA	-
HRA	5,400
CCA	-
Conveyance	-
Education Allw	-
Medical Allw	-
Fixed Incentive	1,927
Washing Allowance	-
Gross	**25,327**
PF Employer	1,800
Admin Charges	150
ESI Employer	-
Bonus	1,435
Leave Encashment	900
Gratuity	720
Total	**5,005**
CTC PM	**30,332**
CTC PA	**3,63,982**
Deductions	
PF	1,800
ESI /Insurance	327
PT	200
Total	**2,327**
Net Take home	**23,000**

Note: Group Personal Accident & Group Mediclaim-Health Insurance deduction applies as per practice. Insurance deductions may fluctuate based upon your age & health condition. Mediclaim benefits will be applicable only after 45 days of joining after the endorsement.

For FM India Supply Chain Pvt. Ltd

Mayank Garg
Director- Human Resource

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

FM LOGISTIC

Ref.No. FM/HR/2023/July

Date: 27th July 2023

Ms. Kartiki Shankar Chaware
Address: Plot No 26/27, Row House No 1, Swaraj Nagari
Talegaon Dabhade, Pune - 410507
Mobile: +91 8806623090
E- Mail: - kartikichaware666@gmail.com

Dear Kartiki,

SUB: OFFER LETTER

With reference to your application for the position of **"Supply Chain Planning Engineer"** and the subsequent interview /discussions you had with us, we are pleased to offer you employment in our organization on the following terms and conditions.

1. **Designation & Place of work**: You will be designated as **"Supply Chain Planning Engineer"** for **"Atlas Copco, Common DC, Pune, Chakan".** The company may, at the discretion of exigencies of business or otherwise, transfer you to or from any of the company's departments or branches, or associate or subsidiary companies, in a similar or comparable capacity, within the geographical limits of India, whether such Department, Branch, Associate or subsidiary company is or is not in existence at the time of commencement of this contract of employment. In the event of transfer, you will be required to conform to the working hours & working days that are operative at the place to which you are transferred/posted.

2. **Reporting**: You will report to **Supply Chain Manager.**

3. **Remuneration**: You will be drawing **CTC of Rs. 3,63,982/- (Rupees Three Lakhs Sixty-Three Thousand Nine Hundred Eighty-Two Only) Per Annum.** The detailed breakup of the same is enclosed for your ready reference.

4. **Probation:** On joining the company, you shall be on probation for a period of **Six Months**. During this period, your employment may be terminated by either side by giving One-month notice. Further unless communicated to you in writing, your services **shall not stand confirmed** at the end of the period of probation.

5. **Working Hours:** Your normal working hours will be as per the FM account at client's location. There can be late sitting/stretch hours/shifts as well depending upon the workload.

6. **Date of Joining:** The above offer stands valid on your joining on or before **1st August 2023** and subject to successful background verification of the information provided by you. You are required to furnish the following documents at the time of joining and enable us to issue the appointment letter on your date of joining itself.
   - Photo copies of your education certificates
   - Photo copies of your experience history
   - 3 I card size photographs with red background
   - Latest Pay slip of your last company
   - Copy of your address proof
   - Relieving & Experience letter from your current organization
   - EPFO e-Nomination Proof
   - Joining Report duly submitted through your Reporting Authority.

Thanking you,

Yours faithfully,
For FM India Supply Chain Pvt. Ltd.

Mayank Garg
Director- Human Resources

AISSMS COLLEGE OF ENGINEERING * PUNE *

Head of Department
Production Engineering
AISSMS COE, PUNE 1

FM LOGISTIC

Salary Structure	
Name : Kartiki Shankar Chaware	
Designation : Supply Chain Planning Engineer	
Location : Pune - Atlas Common DC	
Wage Components	**Amount**
Basic	18,000
DA	-
HRA	5,400
CCA	-
Conveyance	-
Education Allw	-
Medical Allw	-
Fixed Incentive	1,927
Washing Allowance	-
Gross	**25,327**
PF Employer	1,800
Admin Charges	150
ESI Employer	-
Bonus	1,435
Leave Encashment	900
Gratuity	720
Total	**5,005**
CTC PM	**30,332**
CTC PA	**3,63,982**
Deductions	
PF	1,800
ESI /Insurance	327
PT	200
Total	**2,327**
Net Take home	**23,000**

Note: Group Personal Accident & Group Mediclaim-Health Insurance deduction applies as per practice. Insurance deductions may fluctuate based upon your age & health condition. Mediclaim benefits will be applicable only after 45 days of joining after the endorsement.

For FM India Supply Chain Pvt. Ltd

Mayank Garg
Director- Human Resource

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

BRIDGESTONE

BRIDGESTONE INDIA PRIVATE LIMITED
Regd. Office, H.O. & Factory:
Plot No. A43, Phase-II, MIDC Chakan,
Village Sawardari, Taluka Khed, Dist. Pune,
Maharashtra – 410501, India
CIN: U25111PN1996PTC147267
Phone: (91 -2135) 672 000
Fax: (91 -2135) 671 999
Website: www.bridgestone.co.in

Jan 10, 2023

Mr. Harshad Pandit Yadav
Room No. 104, Bldg No. 1,
New Mahakali Nagar, Marve Cross Road,
Behind Tata Power House, Malad West,
Mumbai, Kharodi, Maharashtra, 400095

OFFER LETTER

Dear Harshad,

With reference to the interview you had with us, we are pleased to offer you the position of **Engineer, Band B02** and **Sub Level P1** in **Production - I Department** in our organization. Your place of posting shall be at **Chakan.** Your Annual CTC will be **₹ 450,000/-**. The detailed remuneration structure is enclosed for your reference.

You are requested to report at Bridgestone India Pvt Ltd, Plot A43, Phase II, MIDC Chakan, Village Sawardari, Taluka Khed, Dist Pune, Maharashtra 410501, on any working day on or before **Jan 16, 2023.** Our detailed letter of appointment will be delivered to you on your reporting for duty.

The offer is subject to background verification coming out to be positive & candidate found to be medically fit.

To indicate your acceptance of this offer and employment with Bridgestone India Private Limited, you are requested to send your acceptance of this offer.

For Bridgestone India Private Limited,

APURVA CHOUBEY
Digitally signed by APURVA CHOUBEY
Date: 2023.01.10 16:20:41 +05'30'

Apurv Choubey
Chief Human Resources Officer

Received & Accepted
Signature

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

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BRIDGESTONE

REMUNERATION DETAILS
of
Mr. Harshad Pandit Yadav
Engineer

Salary Components	Monthly Amount (INR)	Annual Amount (INR)
A. Monthly Base Salary in INR		
Basic Salary	15,000	180,000
*Flexi-Kitty	16,790	201,480
Total-A	**31,790**	**381,480**
B. Retirals		
Provident Fund (12% of Basic)	1,800	21,600
Gratuity (4.81% of Basic)	722	8,664
Total-B	**2,522**	**30,264**
C. Total (Base Salary + Retirals)	**34,312**	**411,744**
D. *Annual Incentive Plan (AIP) % of (A-Base Salary)	**3,188**	**38,256**
CTC (Total C+D)	**37,500**	**450,000**

*Payable as per the prevailing company policies.

*AIP will be paid annually based on the Company and Individual Performance. It would vary from 0% to 300% as per the prevailing company policy governing the same.

APURVA CHOUBEY
Digitally signed by APURVA CHOUBEY
Date: 2023.01.10 16:20:56 +05'30'

Apurv Choubey
Chief Human Resource Officer

Received & Accepted
Signature

AISSMS COLLEGE OF ENGINEERING * PUNE *

Head of Department
Production Engineering
AISSMS COE, PUNE 1

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TATA

TATA TECHNOLOGIES

Private & Confidential

September 07, 2023

Mr/Ms.Rutuja Kadam

Plot no. 75, behind PMC School, near Kakade Palace
Pune,411052

Dear **Mr/Ms. Rutuja Kadam,**

Congratulations! We are delighted to offer you employment with Tata Technologies as a Graduate Engineer Trainee with Annual Total Cost to Company of **INR** 4,69,672 **(Rupees** Four Lakhs Sixty Nine Thousand Six Hundred and Seventy Two **Only)**. Our aim is to provide you with a challenging and fulfilling experience to deliver your full potential and achieve your personal goals.

Please join us on September 25, 2023 @ 0800 Hrs and report to:

Onboarding Team or Shweta Sawant

25, Rajiv Gandhi IT Park Hinjewadi Phase - 1 Pune - 411057

Please go through the following enclosed documents comprehensively.

1	Terms and Conditions of Employment	- Annexure A
2	Compensation Break-up	- Annexure B
3	Summary of Benefits	- Annexure C

Please read all these documents carefully and follow the instructions meticulously. In case you require any clarifications, please contact –

Onboarding Team - Tatatechnologies.Onboarding@tatatechnologies.com

For any queries related to your offer / onboarding process please write to Shweta Sawant on shweta.sawant@tatatechnologies.com

Welcome to Tata Technologies. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

With Warm Regards,

Rambabu Srinivas

Sr. VP and Global - TA and RMG

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

CONNEQT
BUSINESS SOLUTIONS

Company Confidential

Letter of Intent

Date:29 Sep 2023

Mr. Saurabh Chavan

Dear Saurabh,

With reference to your application and subsequent interactions we are pleased to shortlist you as **CCE** in the TATA Neu **With Conneqt Business Solutions Limited** (The Company).

You are expected to join us on TBD at our **Pune – Kharadi** Office.
Please note that this selection is provisional and your final Offer/Employment letter will be released to you subject to you submitting the following documents (originals to be presented)

Photo ID & Address Proof:	• Passport Size photo | PAN Card | Aadhar Card |Voter ID |Driving License |Passport |Leave and License Agreement copy
Education Proof:	• 10th and 12th Marksheet/Board Certificate. • For Diploma/Graduation/PG require Semester wise marksheets & Passing Certificates.
Experience Proof:	• Offer Letter & 3 Month Salary Slips / Reliving Letter / Experience Letter.
Bank Account Details:	• Cheque Book | Passbook

Note: Only Original documents must be scanned & uploaded in POP App in a JPEG format. ***(Uploading Photocopies will lead to Cancellation of documents during Verification)***

- If you're selected for a Collections Process, kindly ensure you acquire your Police Verification Certificate upon joining. Should you not share the verification within 15 days of joining, we'll proceed with the verification on your behalf, with related charges deducted from your salary.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	15238
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.	
PERFORMANCE PAY (5 % of the Basic Stipend)	762
C. Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00
D. GROSS STIPEND (A+B)	16000
E. Employee Insurance Contribution	100.00
F. NET STIPEND	15900

Note: We, at Conneqt Business Solutions Limited do not ask for any charges for your employment. If you come across any such instance kindly notify us immediately.

Training Mandate	Office Timings	Salary Payout	Transport
• 100% Attendance • Shift: Day /Night Shift • You are already aware about your Trainer, Shift, and Venue.	• Rotational Shift. • 6 Days of Working • Weekly Off: 1 Day (Any day for the week)	• Your apprenticeship Stipend amount will be paid in to two parts **75%** (on or before 1st of every Month) and **25%** (On or before 10th of every Month) • PMI: You will start earning PMI after 2 months.	• Not Applicable.

The above mentioned are clearly explained by HR Team and understood by me. I am willing to take this job as per the job description explained to me

Please scan this QR code to get user guide of POP.
For any Additional help, please connect with Mr. Vishal Gaikwad - 9637614005

Authorized Signatory

Candidate Signature

Head of Department
Production Engineering
AISSMS COE, PUNE 1

AISSMS COLLEGE OF ENGINEERING PUNE

MAGNA CASTING & MACHINE WORKS PVT. LTD.
www.womusa.com
Registered / Correspondence Office Address: B-6, Nirant Condominium, Bibwewadi, Pune-411037 India
Contact: +91 9860404111

WOM/HR & IR/23

Date: 19.05.2023

To,

MR. SAHIL ASHOK LOKHANDE

Sub: TRAINING

1. This has reference to your application dated 19.05.2023 regarding training facility to be extended to you and further discussions with you. The company is pleased to offer you opportunity of training in its establishment At/Po Velu, Tal- Bhor, Dis.-Pune on following terms and conditions.

2. You will be paid stipend of Rs.18000.00

3. The period of training will be for 12 months. The training will begin on 19.05.2023 and will end on 18.05.2024. You stand relieved from training on 18.05.2024.

4. You shall require to take training as per the timing and shifts convenient to the company and the same should not obstruct the regular work of the company.

5. Even though production is not expected from you, you shall devote your full time in concentrating the training and studies thereof.

6. You shall required to abide by the rules of the company and maintain the discipline in the company.

7. The company has right to terminate your training prior to above period without any notice and without assigning any reason to you.

8. Even though company is incurring expenditure on your training, it is not obligatory on the part of the company to absorb you in its employment at the time of the period.

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

MAGNA CASTING & MACHINE WORKS PVT. LTD.
www.womusa.com
Registered / Correspondence Office Address: B-6, Nirant Condominium, Bibwewadi, Pune-411037 India
Contact: +91 9860404111

9. You are being given to understand that this being Engineering Company you will have to maintain hygienic conditions and you are subject to medical check-up at any time.

10. In case you are offered a job after completion of training in the company and if you do not accept the same, you shall not accept any employment with competitors of the company for the next six months.

11. It is being informed to you that you are not employee/workman of the company and hence you are not eligible to the facilities extended to them.

12. If above terms and conditions are acceptable to you, please sigh the copy of this letter in token of acceptance.

Thanking you,

For Magna Casting and Machine Works Pvt. Ltd

AUTHORISED SIGNATORY

I have read and understand the above terms and conditions and accept the same.

Signature of the Employee

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

JOSHIJAMPALA ENGINEERING PVT. LTD.

Regd. Office : M-64, Addl. M.I.D.C., SATARA - 415 004, MAHARASHTRA, INDIA
Tele-Fax : (02162) 240097
E-mail : info@joshijampala.com, sales@joshijampala.com
Website - www.joshijampala.com
CIN : U28931PN2008PTC132304

HR/OFFER/JJEPL/2023 Dt. 23.[illegible]

Miss.Prajakta Hemant Dalvi
51/58 Pl. no. 4, New Satyamnagar, Sangamnagar, Satara

Sub: Offer Letter for the post of Trainee - Project

Dear Prajakta

This is with reference to your application and subsequent interview held at our [illegible]

We are pleased to offer you a position as "Trainee – Project" based at [illegible] Engineering Pvt. Ltd. at M64-[illegible], Satara

You will be eligible for an annual remuneration of **Rs. 1.8 Lakh** only which indicates Cost [illegible] Company

Further, as discussed you have to join us on or before **26-Jul-23** at our Office.

A detailed Appointment letter along with the terms and conditions of appointment [illegible] you will be issued to you [illegible] our joining [illegible] Company. Please [illegible] copy of the Job offer letter [illegible] a token of your acceptance of this job offer of employment.

We welcome you and look forward to a long and successful association.

Sincerely

For **JoshiJampala Engineering Private Limited**

Amar Aw[illegible]
Officer - [illegible]

I accept

[illegible]

Joshijampala Engineering Satara

AISSMS COLLEGE OF ENGINEERING PUNE

Head of Department
Production Engineering
AISSMS COE, PUNE 1

Offer: Computer Consultancy
Ref: TCSL/DT20222273695/Pune
Date: 28/12/2022

Mr. Akash Ramkrushna Kewat
At Antapur Post Jaitapur Tq Kannad Dist AurangabadAt Antapur Post Jaitapur Tq Kannad Dist Aurangaba
Hanuman Temple,
Aurangabad-431103,
Maharashtra.
Tel# -9307552852

Dear Akash Ramkrushna Kewat,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

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

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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.

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

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

Loans

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

Professional Memberships

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

TATA CONSULTANCY SERVICES
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Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. 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. 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.

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

(b) It will be processed for various organizational purposes such as Â 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. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.

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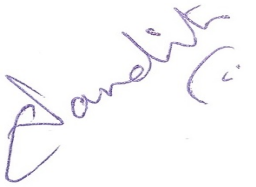
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Akash Ramkrushna Kewat**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Hello Swapnil,

Greetings!!!

Congratulations!!! We have been impressed with your background and would like to formally offer you the position of Trainee Engineer - Solutions Engineering.

We are offering you a stipend of Rs. 25000/- Monthly (Statutory Deduction Applicable).

Additional Rs 50,000 bonus for completion of 2 years to be paid at end of 3rd year of continuous employment but not serving notice period.

In addition to that, you will also have Personal Accidental Insurance cover of Rs. 2 Lakh. Your joining date will be Tuesday, 25/04/2023.

We would like to have your response by today i.e., 24/04/2023 EOD. In the meantime, please feel free to contact me via email or phone.

We are all looking forward to having you on our team.

Note-

- After acceptance of offer if

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Jio Platforms Limited Recruitment 2023 : Selection Confirmation Mail for Jio Ignite Program

Inbox

V

Vartika.Chawla@ril.com Jan 10
to Nilesh.Mahajan, Krishna.Ka...

Dear Candidate,

Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Ignite** program as a part of our Campus Recruitment Drives 2023.

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient and wait for the next mail.

99+

Intern Recruitment Drive -2023 Batch - Coditas Solutions LLP

Dear Students,

Greetings from **VibrantMinds Technologies** – the official hiring partner of **Coditas,** one of India's fastest-growing software development organizations.

We're conducting a recruitment drive and looking for aspiring engineers from your esteemed institution to join our team under the **Coditas Internship Program 2023**.

Pre-Placement Talk: We are also conducting a **Pre-Placement** Talk on **Tuesday, 30th Aug 2022, 7 pm to 8 pm** for the students and TPO's to understand Coditas better and have their queries answered by **CEO Mitul Bid** himself. So, please ask the students to join the session on Tuesday, **Please note that the Link to join the session will be shared on email with students & TPO's soon**

About Coditas Solutions LLP

Coditas is a User Experience & quality-focused digital engineering company that enables enterprises to build and run cutting-edge digital business models. Headquartered in Pune, we have been providing innovative solutions to multi-billion dollar brands across the globe, including JPMC, HDFC, Ambry Genetics, DMart, ZestMoney, Symantec, and more.

Founded in 2014, we are a team of 750+ members, having worked with over 200 clients to build 300+ digital products. As a certified Great Place To Work, we uphold steadfast philosophies

around writing clean code and designing intuitive user experiences. While focusing on unparalleled quality of service, we have experienced a steady 50% YOY growth.

About the Position

Designation: Associate Software Engineer
Experience: Fresher
Educational Criteria: BE/BTech/MCA/MSc/ME/MTech (Branch/Percentage no bar) **2023 Batch**
Stipend: Rs 11,000/- per month during internship
Salary Offered: Rs. 6,00,000 Per Annum post-confirmation
Job Location: Viman Nagar, Pune
Joining Date: 2 January 2023

Recruitment Process:

1. Online Test (Aptitude + Technical + Eng)
2. Group Discussion (online via Zoom app)
3. Telephonic Communication Round
4. Telephonic Technical Interview (Google hangout)
5. Interview with Hiring manager/HR (Google Hangout)

Eligibility Criteria:

1. A pursuing degree in BE/BTech/MCA/MSc/ME/MTech (Batch-2023 Only, No percentage & Brach criteria).
2. Strong verbal and written communication skills so that you collaborate well with your team and clients.
3. The ability to solve problems for the job calls for tackling real-world digital problems.
4. A strong work ethic with an eagerness to learn and become a rockstar coder.
5. Basic knowledge of coding, because, well, you're going to be a professional software engineer!

Terms & Conditions:

1. The candidate needs to relocate to Pune and work from office full time.
   (No Work from home is allowed)
2. The candidate needs to work 8 Hrs/ day & 5 days a week for the internship.
3. Stipend provided during the internship will be Rs 11,000 per month for 6 months.
4. Candidate confirmation is completely based on performance.
5. The pay after confirmation will be - Fix pay- Rs.4.8 LPA & Variable pay Rs1.2 LPA
6. There will be regular performance assessment done during the internship period. If the performance during internship is not satisfactory, there can be a termination before completing their 6 months internships.
7. Unpaid leaves will be granted to the candidates for exams during the internship.

8. The candidates are supposed to take necessary permissions from college for joining an internship before the date of joining. Coditas is not responsible for any additional project submissions/documentation for grades.
9. Certificate of completion will be provided at the end of the internship.
10. The candidate is required to work with Coditas a minimum of 18 months i.e. (6 months of internship + 12 months of job offer). If the candidate voluntarily resigns before these 18 months then he/she is liable to pay the stipend paid till the date and 50% of the offered CTC + GST.

Application Procedure:

Interested and eligible candidates can apply through the following link: **CLICK @ Registration Link (Register ASAP)**

We hope to hear from you soon!

This email is sent on behalf of Coditas Solutions LLP by VibrantMinds.

Regards,

VibrantMinds Technologies Pvt Ltd – Official Hiring Partner of Coditas Solutions LLP, Pune.

www.VibrantMindsTech.com |

Let's Solve

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Atharva Pawar

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Atharva Pawar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
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ANNEXURE-3

Name : Atharva Pawar Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

Name: Praveenkumar Saw

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Praveenkumar Saw,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

_____

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

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Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

LTI
Let's Solve

ANNEXURE-3

Name : Praveenkumar Saw Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per “Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

Freshers' Letter of Appointment – Application Specialist

Date: 2023-06-12

Version 1.0

Classification: II

centiro®

centiro

Mr. Bhaskar Dhaval Soman

Shetrapal Bag, Talwali, Guhagar, Talavali, Ratnagiri, Maharashtra, 415719.

Sub: Letter of Appointment

Dear Bhaskar,

On behalf of Centiro Solutions Private Limited ("**Company**"), we are pleased to appoint you as an **Application Specialist** with the Company, inter-alia on the terms and conditions stated herein below, should you accept the employment. This appointment is contingent on the results of background verifications which includes education, criminal, medical and employment checks conducted independently by the Company prior to you joining the Company as an employee. That includes your timely provision to the Company of appropriate documents establishing your identity and right to work in India.

1. FORM OF EMPLOYMENT AND POSITION

1.1. Your appointment will be effective from **03rd July 2023**. You are required to join the Company on the said date. In the event, you do not join on the above-mentioned date, this appointment stands nullified unless the joining date is extended in writing by the Company.

1.2. You shall report to the Delivery Manager.

2. TASKS AND CONDITIONS

2.1. Your duties and responsibilities will be as assigned to you from time to time by the Company. The Company has the right to make any modifications to the scope / nature of duties to be performed by you and the same shall not be questioned, disputed or challenged by you under any circumstances. Further, you acknowledge and accept that your work may include performing work entirely, or in part, for any of the other companies and brands within Centiro Group.

2.2. You understand that you shall at all-times be subject to the superintendence, guidance and control of the Company or any entity in which you are sent on deputation at the discretion of the Company. You agree to devote whole of your time throughout the day and your attention in discharging the duties as may be assigned to you from time to time.

2.3. During the term of your employment, you shall devote yourself exclusively to the promotion of the business and interests of the Company. You shall not take up employment with any other concern or engage in full time/part time business, profession or occupation whatsoever.

2.4. You shall not do any act (except where such act has been pre-approved and specifically authorized), which has or may have the effect of exposing Company to any third-party liability.

3. PROBATION

3.1. For a period of one (1) year from the date of your joining you will be required to undergo training in different technology functions / departments as required by the Company ("**Training Period**").

3.2. Subsequent to the successful completion of your training, you will be on probation for a period of three (3) months from the date of completion of your Training Period, which may be extended by the Company in its sole discretion for such further period/periods as it may deem fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may in its sole discretion confirm your services. You will be deemed to be on probation until you receive the letter of confirmation in writing from the

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Company and to that extent your probation would be deemed to be extended by the Company.

3.3. During the Training Period and probationary period, the Company may terminate your employment by giving you thirty (30) days' written notice, without assigning any reasons thereof. The Company may at its discretion relieve you from service early by paying you salary in lieu of any unexpired notice period.

4. WORKING HOURS AND EXTERNAL ASSIGNMENTS/TASKS

4.1. You shall be required to work 5 (five) days a week, from Monday to Friday between 9:00 AM to 6:00 PM with a lunch break of 1 (one) hour. However, on occasions, you may be required to work additional or irregular hours to meet workload peaks, and customer working hours and patterns. You shall make yourself available at all times as and when called upon to perform the official duties. Any overtime must be specifically approved by the Company Manager and shall be compensated. Any unauthorized overtime shall not be remunerated.

5. PLACEMENT

5.1. Your place of work will be at the Company offices in Pune, Maharashtra. The Company may require you to work out of such other location as the Company may determine in India and shall undertake such travel within India and overseas as the Company shall reasonably require in the proper performance of your duties.

5.2. There will be situations where it is in the Company's best interest to transfer you within a department or from one department to another. These transfers will occur when and where the Company feels it is appropriate. It is further understood and agreed that the Company may depute or second you to work at any of the Company's subsidiaries or affiliates or clients, in India or any other location, at the Company's option. The deputation, in each case, shall be approved by the Human Resource Manager of the Company. In the event, you do not consent to such transfer, your services with the Company may be terminated.

5.3. You acknowledge that the possibility to remote work exists with the obligations and limitations set out at any given time in the applicable procedures for remote work.

6. SALARY AND BENIFITS

6.1. During the training period, you shall be paid a fixed gross monthly stipend of **INR Rs 45,833 [Forty-Five Thousand Eight Hundred and Thirty-Three]** on monthly basis (**INR 5,50,000 per annum).** During your Training Period you will not be eligible for any other benefits applicable to the regular employees of the Company. Thereafter, during your probation and upon confirmation, you will be paid a remuneration, as per the structure applicable to regular employees of the Company. The details of your remuneration / salary break up and benefits are as described in detail in the **Annexure A** enclosed herein. Your compensation will be subject to applicable tax deductions and Central and State level levies as may be mandated under the Indian law at the time of such payment. Future adjustments in compensation, if any, will be made by Company in its sole and absolute discretion based on performance review. There is no contractual entitlement to any increase to compensation on such review.

6.2. In addition to above clause, you are eligible for one-time performance bonus of amount **Rs. 20,000** after completion of three months in the Company. It will be paid to you only if you are active on Centiro' s payroll on the day of the pay-out of the bonus.

6.3. You shall be entitled to all statutory benefits provided to you under applicable local laws. You may also be entitled to emoluments or benefits at the sole discretion of the Company, if any announced by the Company from time to time, and that may be prevailing at any point of time.

6.4. Your salary will be paid to you on monthly basis on or before last working day of the month.

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6.5. You shall get all expenses required to be incurred in relation to carrying out your duties pre-approved by the Company and shall be reimbursed on producing the details of expenses including original vouchers/ bills evidencing incurring of expenses.

6.6. Any payment made to you by the Company shall be subject to tax deduction at source under the Income Tax Act, 1961 and/or any other statutory requirements of tax under applicable law.

6.7. The Company shall have the right to set off the salary against the dues payable by you to the Company, as applicable.

7. ANNUAL LEAVE

7.1. You are entitled to national and festival holidays, notified by the Government of India, in a year as may be informed by the Company.

7.2. During the Training Period, you shall be entitled to 21 days of leave.

7.3. Upon confirmation of employment, in addition to national holidays and holidays you shall be entitled for 25 days leave in each calendar year (and pro-rata in periods less than a year). A maximum of 2 weeks of holidays can be taken in a row as a single block in the year. In case more than 2 weeks of holidays are required in continuation, prior approval shall be required 3 weeks in advance and is subject to acceptance of the management.

7.4. You are entitled to accumulate a maximum of forty-five days of unused paid leave to be used in the following year (with aggregation from year to year). Any accumulated leaves in excess of forty-five days shall automatically lapse. At the time of separation from employment, you shall be entitled to encashment of the entitled leave that you have not taken; or the leave which has been applied for but not granted by the Company subject to a maximum of forty-five days. Leave encashment shall be paid on the basic pay.

7.5. Except where the leave is taken on account of sickness or accident or for attending to any sickness, accident or death in the family (in such cases, you shall promptly inform the Company of the reasons for taking leave), you shall apply in 15 (fifteen) days advance of your intention to take leave, considering which the Company may either approve or reject the leave application, citing reason of rejection thereof.

7.6. In case you are absent for a continuous period of eight (8) working days (including absence when leave though applied for but has not been granted), the Company shall have the option to terminate your services without the requirement of giving you any notice or compensation in lieu of notice.

7.7. If the Employee is prevented by illness (including mental disorder), accident, injury or other incapacity from properly performing the administrative and accounting services, he shall report this fact forthwith to the Company and if the Employee is so prevented for eight (8) or more consecutive days, he shall provide a medical practitioner's statement immediately following his / her return to work after the period of absence.

7.8. You will be eligible to receive any payment which the Company is required to make to you under the applicable laws in accordance with Indian law during the course of your employment.

8. CONFIDENTIALITY

8.1. **"Confidential Information"** shall mean all and any non-public information, tangible or intangible, written or oral, whether direct or indirect, whether or not technical in nature, relating to the Company and / or its affiliates or associates, and / or any non-public information entrusted with the Company, and / or any non-public information entrusted with the Company by any third party, which may be furnished by the Company including their legal advisers, financial advisers, consultants, auditors, officers or agents, and which is reasonably understood to be confidential or proprietary to the Company and shall include without limitation. Any information that is designated by the Company as Confidential

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Information at the time of its disclosure. Confidential Information shall include commercial, business, financial, technical information and information concerning the services provided by and the business of the Company and its clients, vendors, programs, materials, documentation, prices, identity of existing or prospective customers, terms, conditions and prices of proposal or contract, existing or proposed, processing information, capacities and capabilities, designs, plans, and any other information relating to any work in process, future development, marketing plans, business plans, strategies, financial matters, personnel matters, present or future projects, sales, employees, investors or business operations, trade secrets, and know-how and the terms of this Letter.

Confidential Information shall not include any information that: (i) is or subsequently becomes publicly available without your breach of any obligation of confidentiality owed to the Company; (ii) became known to you prior to disclosure of such information by the Company; (iii) became known to you from a source other than the Company, other than by breach of an obligation of confidentiality owed to the Company; or (iv) is independently developed by you without the use of any Confidential Information received from the Company.

8.2. You will not either during the term of your services with the Company or in the period following the termination of your services, disclose to anyone any:

(i) Confidential Information, that you may become party to or that may necessarily be disclosed to you in order for you to efficiently discharge your functions and duties.

(ii) Possess and retain under your control, any soft and/or printed copy of the Confidential Information upon completion of the task/work/job for which such information was obtained and used by you for office purposes. You shall be under an obligation to return all such Confidential Information that may be in your possession upon the expiry of or earlier termination of this letter.

(iii) All notes, memoranda, records and writing made by you during the tenure of your employment with the Company shall remain the property of the Company. You shall return/surrender the same in good conditions and order as and when demanded by the Company and/or upon your separation from the Company, as the case may be.

The confidentiality obligations herein shall be valid for a period of two (2) years from the date of termination, or until the Confidential Information is in the public domain, whichever is earlier.

8.3. Notwithstanding anything to the contrary, in the event of breach of this clause, the Company shall have the right to seek appropriate legal relief including seeking injunctive relief against you.

9. INTELLECTUAL PROPERTY RIGHTS

9.1. All rights, including intellectual property rights (such as copyrighted works, patents, designs and trademarks, etc.) to know-how, images, photographs, inventions, materials, equipment, products, software source code and other results in connection with or arising in the course of your employment or otherwise, during or after you employment, ("Intellectual Property") will be the sole property of the Company from the date of creation thereof and you hereby undertake to assign the same in favour of the Company irrevocably, unconditionally and in perpetuity. For the avoidance of doubt, you shall have no proprietary interest in any Intellectual Property at any time during or after the course of your employment and the Company shall have unlimited right with respect to the Intellectual Property, including the right to change, transfer further and otherwise freely dispose of the Intellectual Property. Unless otherwise provided by applicable law, it is agreed that no special compensation will be paid, in addition to salary and other employment benefits, as a result of rights transferred to the Company in accordance with this clause 9.

9.2. You shall provide the Company, in writing, the details of all works embodying intellectual property made wholly or partially by you, prior to joining the Company. Non-disclosure of such details of the intellectual property to the Company will be considered as a fundamental breach of this letter. You shall ensure that all Intellectual Property are and shall be the sole

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property of the Company and that the Company shall not be required to designate you as the author of such Intellectual Property. In this regard, you undertake to promptly disclose all Intellectual Property to the Company all original and copies of any and all material containing, representing evidencing, recording the Intellectual Property upon creation. You agree that the exclusive ownership of the Intellectual Property that is not protected under copyright laws and/or other intellectual property Law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. You explicitly waive all legal, moral and other rights in the Intellectual Property.

9.3. During and after the term of your employment, you shall and hereby undertakes to reasonably assist the Company, at the Company's expense, in a reasonable manner to (i) secure and maintain the Company's rights hereunder in this clause 9 and for vesting the Company with full right, title and interest in the Intellectual Property; (ii) to apply and prosecute registration applications in respect of Intellectual Property for the Company's benefit, in any and all countries; (iii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be reasonably required for the abovementioned purposes.

9.4. You shall also be required to sign a separate Centiro Acceptable Use Policy and Code of Ethics as a condition of employment and shall be bound by the terms thereof.

10. PERIOD OF NOTICE AND TERMINATION

10.1. Upon confirmation, unless otherwise agreed in writing, your employment may be terminated by either you or the Company by giving three (3) months' notice or upon giving three (3) months' salary in lieu of notice. In addition, in the event, you are working on any assignment or assignments during the said notice period, such assignment or assignments must be completed to the satisfaction of the Company, before your services are released. Should you fail to make yourself available for work during any period of notice of termination (otherwise than with the Company's consent or at the Company's direction) you shall not be entitled to payment of any salary or any benefits in respect of such absence.

10.2. The Company reserves the right in its absolute discretion to require you to stay away from the Company premises and engagement in work for the Company during the notice period, or require you to carry out specific duties for the Company during the notice period.

10.3. The Company is entitled to terminate your services for any reasonable cause, pursuant to conducting a disciplinary inquiry, without any notice period or payment in lieu of notice, if you are proved guilty of any of the following (including but not limited to):

(i) Any act of gross misconduct or gross negligence or commits or repeats or continues (after warning) any other material breach of your obligations under this letter;

(ii) A fundamental breach of contract or terms of appointment or Company's policies, as issued from time to time;

(iii) Any insubordination, indiscipline, dishonesty, or negligence of duty on your part. Disclosure of any information (confidential or otherwise) concerning the business of the Company shall amount to indiscipline and dishonesty;

(iv) Convicted of an offence constituting moral turpitude and/or criminal acts;

(v) Falsification of data;

(vi) Causing loss to the Company or the employees of the Company; or

(vii) Violation of other agreements signed at the time of joining.

In such an event, the Company reserves the right to take suitable action against you including initiating criminal proceedings.

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10.4. During the period of investigation of circumstances under Clause 10.3, you are liable to be suspended from the duty and paid subsistence allowance.

10.5. Upon termination of your employment, you shall forthwith but in good condition and proper order deliver to Company all property including any vehicle, computer, office stationery, books, mobile phone and documents etc. entrusted to you for care and charge or prepared by you in course of employment. You further agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company the aforesaid items The Company reserves the right to deduct the money value of such property from the money payable to you or take such action as may be deemed proper, in the event of your failure to account for such property to the satisfaction of the Company. You will continue to be bound by the terms of the confidentiality clause.

11. NON-SOLICITATION

11.1. You agree and covenant that in consideration of the employment with the Company and the remuneration that you will receive during the employment, you will not do or indulge in any of the following, without the prior written consent of the Company:

(i) During the term of your employment with the Company and for a period of at least five (5) months, thereafter, you will not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to yourself or any person or entity which is a competitor of the Company.

(ii) During the term of your employment with the Company and for a period of at least nine (9) months thereafter, you will not solicit, endeavor to solicit, influence or attempt to influence any client, customer or other person directly or indirectly to direct her/his or its purchase of the Company's products and/or services to yourself or any person, firm, corporation, institution or other entity in competition with the Company; and

12. OUTSIDE BUSINESS INTERESTS

12.1. You are not permitted to undertake any other employment outside your normal working hours or to have any direct or indirect interest, whether as shareholder, agent, director or otherwise, either paid or unpaid, in a business or undertaking which directly or indirectly competes with the same or similar field of activity of the Company or the group without the prior written consent of the Company.

13. USE OF PERSONAL DATA

13.1. You acknowledge that during the course of your employment, the Company may require you to provide certain personal data. You acknowledge and accept that in order to process the data, it may be necessary to pass your personal data or sensitive personal data, as appropriate, to group companies, regulatory bodies, government agencies and other third parties as required by law or for administration purposes.

13.2. You acknowledge and accept that the Company may monitor electronic correspondence (including email, voice and text messages) which is received at work in order to ensure the integrity of its information technology or to prevent or detect criminal behavior or behavior which contravenes employment legislation or other the Company policies. You hereby agree to use all reasonable endeavors to keep the Company informed of any changes to your personal data or sensitive personal data and to comply with all relevant data protection legislation.

14. BACKGROUND CHECK

14.1. On conveying your acceptance of this offer you will be required to submit the following:

(a) 2 (two) copies of a recent passport size photograph of yours;

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(b) Copy of certificates supporting your educational qualifications;

(c) Relieving/release letter from previous employer/s (if applicable);

(d) Employment documents executed with the previous employer/s (if applicable);

(e) Documents in support of your address;

(f) Provident Fund account number and related details (if applicable);

(g) Copy of PAN Card; and

(h) A copy of Form 16 (if applicable)

14.2. You will be required to present the awaited degree certificate/provisional certificate/final year marksheet for post-graduation, graduation and diplomas issued by the concerned university/institute within 15 days of its receipt. Failure of submission of the respective valid documents will result in the termination of employment.

14.3. Your final appointment will be subject to the confirmation of the authenticity of the documents provided and all verifications and checks. You consent and authorize the Company, and its representative or agencies they might appoint to verify information with respect to your education, past employment, check criminal background & also carry out a drug /alcoholic test if required.

14.4. If it is discovered at any time before or after acceptance of the offer or employment with the Company, that the information is not correct, untrue or false in any material respect or if it is discovered that any material particulars or information has been deliberately suppressed, the offer of employment shall stand withdrawn or the employment shall be terminated. Falsification of personal records during service is a serious breach of contract and you are liable to immediate dismissal without compensation or notice.

15. COMPANY POLICIES, STATUTORY AND OTHER REGULATIONS

15.1. In addition to the above conditions, you will be governed by the statutory regulations as well as the rules and regulations of the Company presently in force, and as may be modified from time to time, including the policies stipulated in the Company's policies (including but not limited to the Centiro Acceptable Use Policy and Code of Ethics). In the event, you are found to be in breach of the rules and regulations of the Company, your services are liable to be terminated forthwith without notice or salary in lieu of notice or in accordance with the procedure for such termination as prescribed in the Company's employee manual, as existent at the point of time of such termination.

16. DISPUTES

16.1. This Letter shall be governed by the laws of India. In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in the Courts of Pune.

17. ENTIRE AGREEMENT AND AMENDMENTS

17.1. This Appointment Letter along with the Company policies issued from time to time constitutes the entire agreement between you and the Company regarding the terms and conditions of your employment, and supersedes all negotiations, representations or agreements, whether prior or contemporaneous, written or oral, between you and Company on this subject.

18. SEVERABILITY

18.1. It is understood that , in case any one or more of the provisions contained in this letter for any reason is held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this letter, but this letter shall be construed as if such invalid, illegal or unenforceable provision had never been contained

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herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

19. NOTICE

19.1. Any notice given to you by the Company shall be given by email to your Company email address. Any notice to be given by you to the Company shall be in such manner as be directed by the Company from time to time.

20. WAIVER

20.1. No inaction, act or omission by the Company shall be considered as a waiver by the Company of any of its right herein unless specifically waived by the Company in writing.

_____

Bhaskar, we look forward to working with you at the Company. Please convey your acceptance of the terms of this Appointment Letter on or before **18th June 2023**, by signing and dating this letter in the spaces provided below and returning to us a duplicate of this letter.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius
_____

Ms. Asa Beronius

HR Manager

_____

I agree to and accept employment with Centiro Solutions Private Limited on the terms and conditions set forth in this Letter. I understand and agree that my employment with the Company is at-will.

Bhaskar Soman
_____

[_____]

Date:

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ANNEXURE A

COMPENSATION & BENEFITS

Your compensation and benefits are as given below:

	Per Annum (in INR)
A. FIXED COMPONENT	
Basic Salary	**2,20,000**
House Rent Allowance	88,000
Children Education Allowance	0
Flexi Taxable Allowance	2,05,018
B. FLEXIBLE COMPONENT *	
Telephone/Broadband Allowance (max. 2000 per month)	0
Leave Travel Allowance (max. 50000 per year)	0
Meal coupons/ Foodie card (max. 2000 per month)	0
Car Reimbursement (max. 1600 per month)	
ON - TARGET EARNINGS (A + B)	**5,13,018**
C. ANNUAL COMPONENT	
Corporate contribution to NPS (max. 10% of basic pay)	0
Employer contribution to Provident Fund	26,400
Employer contribution to Gratuity**	10,582
COST TO COMPANY (CTC) [A + B + C]	**5,50,000**

*You can configure flexible component at the time of your joining.

**Gratuity will be paid as per government rule.

Yours sincerely,

For **Centiro Solutions Private Limited**

Asa Beronius

Bhaskar Soman

_____

Ms. Asa Beronius

HR Manager

GOVERNMENT OF INDIA

PRESS INFORMATION BUREAU

UNION PUBLIC SERVICE COMMISSION
COMBINED DEFENCE SERVICES EXAMINATION (II), 2022 – DECLARATION OF FINAL RESULT THEREOF.

Dated: 21.04.2023

The following are the lists, in order of merit of **204 (146 + 43 + 15)** candidates who have qualified on the basis of the results of the Combined Defence Services Examination (II), 2022 conducted by the Union Public Service Commission in September, 2022 and SSB interviews held by the Services Selection Board of the Ministry of Defence for admission to the 155th (DE) Course of Indian Military Academy, Dehradun; Indian Naval Academy, Ezhimala, Kerala and Air Force Academy, Hyderabad (Pre-Flying) Training Course i.e. No. 214 F(P) Course.

2. There are some common candidates in the three lists for various courses.

3. The number of vacancies, as intimated by the Government is **100** for Indian Military Academy [including **13** vacancies reserved for NCC 'C' Certificates (Army Wing) holders], **22** for Indian Naval Academy, Ezhimala, Kerala Executive Branch (General Service)/Hydro[including **03** vacancies for NCC 'C' Certificate (Naval Wing through NCC Special Entry) holders] and **32** for Air Force Academy, Hyderabad [03 vacancies are reserved for NCC 'C' Certificate (Air Wing) holders through NCC Spl. Entry].

4. The Commission had recommended 2610, 959 and 588 as qualified in the written test for admission to the Indian Military Academy, Indian Naval Academy and Air Force Academy, respectively. The number of candidates finally qualified is those after SSB test conducted by Army Head Quarters.

5. The results of Medical examination have not been taken into account in preparing these lists.

6. Verification of date of birth and educational qualifications of these candidates is still under process by the Army Headquarters. The candidature of all these candidates is, therefore, Provisional on this score. Candidates are requested to forward their certificates, in original, in support of Date of Birth/Educational qualification etc. claimed by them, along with Photostat attested copies thereof to Army Headquarters /Naval Headquarters /Air Headquarters, as per their first choice.

7. In case, there is any change of address, the candidates are advised to promptly intimate directly to the Army Headquarters /Naval Headquarters /Air Headquarters.

8. These results will also be available on the UPSC website at http://www.upsc.gov.in. **However, marks of the candidates will be available on the website after declaration of final result of Officers' Training Academy (OTA) for Combined Defence Services Examination (II), 2022.**

9. For any further information, the candidates may contact Facilitation Counter near Gate 'C' of the Commission's Office, either in person or on telephone Nos.011-23385271/011-23381125/011-23098543 between 10:00 hours and 17:00 hours on any working day.

Contd...2/-

COMBINED DEFENCE SERVICES (II) EXAMINATION,2022

S.NO.	ROLL NO	NAME
INDIAN MILITARY ACADEMY		
1	6900190	AKASH BHADOURIYA
2	1001147	VISHAL AGARWAL
3	0810436	ANKIT SINGH
4	6900426	HIMANSHU RUHELA
5	3800252	SARTHAK AKKAR
6	6602326	UTHADA KESHAV
7	0501005	NAVEEN KUMAR
8	0807051	RAVI JANGIR
9	1001097	TADEPALLI SHARAT CHANDRA
10	5300068	PINAKESH PANDA
11	1301034	RUTAM PIMPLAPURE
12	1403513	SHUBHAM NEGI
13	6601940	SAURAV HIMMATRAO CHAVAN
14	0803797	ANUNIT
15	0800313	SPARSH KAPOOR
16	0812146	SHAURYAMAAN SINGH CHAUHAN
17	6500371	MANISH KUMAR SHARMA
18	1400734	SAHIL RAWAT
19	6603609	VINEET KUMAR PANDEY
20	7400057	TANMAY SRIVASTAVA
21	8500053	UJJWAL BHATT
22	6300455	MAYANK AHLAWAT
23	6900849	MEHUL SIKARWAR
24	0501319	SHAURYA SINGH THAPA
25	0810637	REHAN MAHAJAN
26	5200368	LOKENDRA SINGH
27	6600054	BONDRE SHIVAM SUBHASH
28	0800882	ANUBHAV KUMAR
29	5800015	RISHU PAL
30	6901291	ABHINAV PACHAR
31	0101025	NISCHAY KUMAR
32	1402384	TARUN KUMAR
33	6300548	NISHANT SINGH
34	0501870	VIVEK VIJAYAKUMAR
35	0301399	GAGANDEEP CHAUHAN
36	0200967	PRASHANT SINGH
37	3502657	VIVEK RANA
38	4400303	CHONGTHAM BIDYASAGAR SINGH
39	7901714	TUSHAR SHEORAN
40	5901760	ANUBHAV SHARMA
41	0801804	HARSH SUTERI
42	0805501	P ADVAIT
43	0800184	ANKIT PHOGAT
44	1700056	LUCKY SHARMA
45	6700138	ISHAAN SAMEER PHANSE
46	1400968	AVANT KUMAR CHHETRI
47	3502403	PRASHANT THAKUR
48	0811252	NIGAM CHOUDHARY
49	0806796	ABHISHEK KUMAR SINGH
50	7800980	ISHAN SONI

COMBINED DEFENCE SERVICES (II) EXAMINATION,2022

S.NO.	ROLL NO	NAME
INDIAN MILITARY ACADEMY		
51	6800168	KANISHK TIWARI
52	3504068	VIKAS
53	5200462	BHAVYA AGARWAL
54	0803920	HIMANSHU AMDOLA
55	3505084	SHASHIKANT SHARMA
56	1400048	SHUBHAM BALIYAN
57	5900725	AKSHIT ARORA
58	6300524	ABHISHEK
59	0808748	JIWESH CHANDRA DURGAPAL
60	0400996	YADUVENDRA SOLANKI
61	6603447	SARISH SANDEEP NIGADE
62	0800678	PRATIK KATYAL
63	1301143	PRAJWAL KRUSHNA JI SAMRIT
64	0400841	DHEERENDRA KUMAR GUPTA
65	3500970	RAHUL
66	3400925	AARYAN PASSI
67	0804856	YOGESH CHANDRA PANDEY
68	2603461	HIMANSHU SINGH BISHT
69	1101595	LAXIT SAINI
70	0803430	UJJAWAL
71	6603786	PRABHAT PANWAR
72	6602742	KATKAR SHIVPRASAD SANTOSH
73	6603093	SANKET ANILKUMAR SHINDE
74	1401593	TARANDEEP SINGH KUKREJA
75	8500446	YOGESH JOSHI
76	5800648	HIMANSHU SINGH
77	0500879	CHANDURKAR OJAS MAHESH
78	0802870	NIKHIL CHAUHAN
79	0803655	AMAN BHARDWAJ
80	3504357	DILRAJKARAN SINGH
81	0800296	MUKUL YADAV
82	5901121	HIMANSHU KUMAR SINGH
83	7901904	AGRAJ AGARWAL
84	0807886	AMAN KUMAR PRADHAN
85	2200689	SHAYAM SATYAVEER
86	7901109	ANUJ SHARMA
87	1501230	JIYALAL PRASAD
88	1000768	G ABHINAV
89	0806542	ROHIT SANGWAN
90	3500454	RAHUL SAHARAN
91	1103908	VIKAS KARWA
92	6301318	ROHIT YADAV
93	1101687	YOGESH KUMAR
94	3400832	AVIRAL MAHAJAN
95	0300779	SAUVIK MANDAL
96	6601281	AJAY ANANDRAO NIMBALKAR
97	7500086	MUDIT SINGH
98	0900145	RAHUL PANDEY
99	1502519	RAJNISH KUMAR
100	1105609	SUMIT GILL

COMBINED DEFENCE SERVICES (II) EXAMINATION,2022

S.NO.	ROLL NO	NAME
INDIAN MILITARY ACADEMY		
101	0801771	DEEPAK SINGH BISHT
102	5800622	ABHISHEK BHATI
103	8800413	ANKUSH THAKUR
104	1503598	ANIKET KUMAR GAUTAM
105	6001157	SUBHANSHU SAMAN
106	0803422	JAYANT
107	0500408	PAWALE SHUBHAM VITHAL
108	3504543	AMANDEEP VIRDI
109	0100107	HARSH PRATAP SINGH
110	0804570	UPMANYU KUMAR
111	0300631	R GANAPATHI
112	7800215	JATIN MISHRA
113	0805376	TANMAY MITTAL
114	3504048	JASKARAN SINGH
115	0802302	SAMARTH JOSHI
116	0100088	KOTHARI MANAN BHUPENDRABHAI
117	1103456	VINAY
118	0800415	ANKUR KAUSHIK
119	4100934	KARAN ARYAN
120	6800735	RISHIRAJ AYACHI
121	6700188	PARDESHI HARSHAD SANJAY
122	1103165	AYUSH SHARMA
123	8500274	DIVYA ARJUN RAUTELA
124	1105576	ANUJ RAJ CHOUDHARY
125	2602961	HIMANSHU
126	0807350	PIYUSH
127	5901238	YOGESH SHARMA
128	1103471	JAY NANDWANA
129	0700340	ABHISHEK BEHERA
130	1001254	DANISH SYED
131	8900163	AYUSH
132	3400985	DAKSH CHOUDHARY
133	3502996	GUREKJYOT SINGH HALLAN
134	5901049	KARUNESH PATHAK
135	0807583	PARAS KUMAR
136	0800107	HARSH BAGHORIA
137	1500263	KUMAR NACHIKETA
138	0806301	RISHABH KUMAR
139	0809877	HITESH
140	1401415	DEEPAK CHOUDHARY
141	6101280	SWARNIM SINGH
142	0101438	ABHIROOP MUKERJI
143	0600026	ROHIT BARMAN
144	1403500	ABHISHEK KIRSALI
145	5401530	KARAN SINGH GARIYA
146	3500100	TANUJ BISHT

COMBINED DEFENCE SERVICES (II) EXAMINATION,2022

INDIAN NAVAL ACADEMY

S.NO.	ROLL NO	NAME
1	6900190	AKASH BHADOURIYA
2	6900426	HIMANSHU RUHELA
3	0501005	NAVEEN KUMAR
4	1301034	RUTAM PIMPLAPURE
5	6601940	SAURAV HIMMATRAO CHAVAN
6	6500371	MANISH KUMAR SHARMA
7	6603609	VINEET KUMAR PANDEY
8	7400057	TANMAY SRIVASTAVA
9	6300455	MAYANK AHLAWAT
10	6600054	BONDRE SHIVAM SUBHASH
11	0301399	GAGANDEEP CHAUHAN
12	3502657	VIVEK RANA
13	0301477	KRISHAN KUMAR SINGH
14	0811252	NIGAM CHOUDHARY
15	7800980	ISHAN SONI
16	6800168	KANISHK TIWARI
17	3505084	SHASHIKANT SHARMA
18	0400996	YADUVENDRA SOLANKI
19	6603447	SARISH SANDEEP NIGADE
20	0800678	PRATIK KATYAL
21	0804856	YOGESH CHANDRA PANDEY
22	4900702	UTKARSH KUMAR TIWARI
23	6603786	PRABHAT PANWAR
24	6603093	SANKET ANILKUMAR SHINDE
25	5901121	HIMANSHU KUMAR SINGH
26	7901904	AGRAJ AGARWAL
27	1000768	G ABHINAV
28	6301318	ROHIT YADAV
29	3400832	AVIRAL MAHAJAN
30	0300779	SAUVIK MANDAL
31	3504374	SHAURYA JAMWAL
32	0300631	R GANAPATHI
33	0802302	SAMARTH JOSHI
34	0100088	KOTHARI MANAN BHUPENDRABHAI
35	1103456	VINAY
36	6700188	PARDESHI HARSHAD SANJAY
37	1103165	AYUSH SHARMA
38	1105576	ANUJ RAJ CHOUDHARY
39	5901238	YOGESH SHARMA
40	3400985	DAKSH CHOUDHARY
41	0101438	ABHIROOP MUKERJI
42	3500100	TANUJ BISHT
43	1001245	PRINCE SHARMA

COMBINED DEFENCE SERVICES (II) EXAMINATION,2022

S.NO.	ROLL NO	NAME
AIR FORCE ACADEMY		
1	6900190	AKASH BHADOURIYA
2	0810436	ANKIT SINGH
3	6300455	MAYANK AHLAWAT
4	0810637	REHAN MAHAJAN
5	6901291	ABHINAV PACHAR
6	0800678	PRATIK KATYAL
7	2603461	HIMANSHU SINGH BISHT
8	5800648	HIMANSHU SINGH
9	0800296	MUKUL YADAV
10	5901121	HIMANSHU KUMAR SINGH
11	6601281	AJAY ANANDRAO NIMBALKAR
12	7500086	MUDIT SINGH
13	0300631	R GANAPATHI
14	3504048	JASKARAN SINGH
15	0802302	SAMARTH JOSHI

CONCLUDED

UNION PUBLIC SERVICE COMMISSION

NEW DELHI - 110 069 - 21st April 2023.

Strictly Private and Confidential

Reference No: BTPL/11416/2022 **Date: November 18, 2022**

To
Mr. Akash Chaudhare,
Pune, Maharashtra

Dear Mr. Akash,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family**!

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lean or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. **Stipend:**
   During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-.** This stipend shall be subject to all the necessary tax and statutory deductions.
   Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. **Term**
   Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2023** or such earlier date as agreed between you and the Company and shall by default expire on **20/09/2023** ("**Internship**"). If required, the Company may choose to extend this

term at its sole discretion.

3. **Hours of Work**

You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. **Leaves**

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. **Intellectual Property Rights**

a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.

b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. **Confidentiality**

a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.

b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research,

experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.

c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. **Termination**

a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.

b. The Company may terminate your Internship immediately without notice or payment if:

- You are guilty of serious misconduct;
- You breach any fundamental term or condition of your Internship;
- You intentionally disobey a lawful and reasonable direction of the Company; or
- You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. **Indemnification**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. **Governing Laws and Arbitration**

a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.

b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.

c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. **Other terms and conditions**

a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.

b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,
Yours faithfully,
For **Blazeclan Technologies Private Limited**

Ilham Mulla
Associate Director – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: Place:

Signature: Date:

Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Mr. Akash Chaudhare	
Designation	Clan Fellow	
Date of Joining	20/06/2023	
Effective From	20/06/2023	
Particulars	**Monthly Salary Breakup**	**Annual Salary Breakup**
Basic	22800	273600
H. R. A.	11400	136800
Personal Allowance	19595	235140
Gross Salary (A)	**53795**	**645540**
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	1097	13160
Benefits (C)	**1405**	**16860**
Fixed Pay (A+B+C) = D	**57000**	**684000**
*** Variable Pay - Company Linked Incentive (E)**	**3000**	**36000**
Total Pay, i.e. CTC (D + E)	**60000**	**720000**
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	**51795**	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar Pune – 411005. Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar Pune – 411005. Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

https://mail.google.com/mail/u/0/#search/JIO/FMfcgzGrbvHXtXsVCWMWGtdsqklvJFTj

Daily Schedule Plan. | Google Calendar -... | Gmail | (391) 5 Minute Gui... | Blind 75 Must Do L... | 40:00 - Time to foc... | (4) WhatsApp | Dashboard | Hacker... | VisuAlgo - visualisi... | Your Projects - Ove...

Gmail

Search mail

Compose

Inbox 8,512
Starred
Snoozed
Sent
Drafts 35
More

Labels

11 of many

Jio Platforms Limited Recruitment 2023 : Selection Confirmation Mail for Jio Spark Program

Inbox ×

Vartika.Chawla@ril.com
to Nilesh.Mahajan, Krishna.Karanth, Mansi.Upadhyay, Rahul3.Bhandari

Tue, Jan 10, 6:33 PM

Dear Candidate,

Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Spark** program as a part of our Campus Recruitment Drives 2023.

Jio Spark

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient and wait for the next mail.

Congratulations & looking forward to working with you ☺

Stay safe & healthy!

Best Regards,
Vartika Chawla
Jio Platforms Limited

"**Confidentiality Warning**: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from your system.

Virus Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email. The company cannot accept responsibility for any loss or damage arising from the use of this email or attachment."

Say Yes | Say No | Say Thanks

Recruitment 2023 : Selection Confirmation Mail for Jio Spark Program Inbox

Vartika.Chawla@ril.com 10 Jan
to Nilesh.Mahajan, Krishna.K...

Dear Candidate,

Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Spark** program as a part of our Campus Recruitment Drives 2023.

Jio Spark

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient

14:20 92%

Jio Platforms Limited Recruitment 2023 : Selection Confirmation Mail for Jio Illuminate Program

Inbox

V

Vartika.Chawla@ril.com Jan 10

to Nilesh.Mahajan, Krishna.Kar...

Dear Candidate,

Greetings from Jio Platforms Limited!

We are pleased to inform you that you have been selected for **Jio Illuminate** program as a part of our Campus Recruitment Drives 2023.

Jio Illuminate

Our team will get in touch with you on mail in the near future to initiate your pre-boarding process with us. Kindly be patient and wait for the next mail.

99+

6:54 33%

SynergIOTis Offer P...

SynergIOTis

To, [redacted]

Date: 14th April 2023

Mr. Parth Joshi

Indira Residency , Indira Nagar,

Nashik - 422009

Subject: Offer letter for the position of "Trainee Full Stack developer"

Dear Parth, [redacted]

We appreciate you applying for the position of "**Trainee Full Stack developer**" with us. After discussions with you, we are delighted to go ahead and offer you a position of "**Trainee Full Stack developer**".

Please find below the details of the offer:

1. Position:
   a. Job Title: Your Job Title will be "**Trainee Full Stack developer**".
   b. Role: Being a Trainee Developer you would join various sprint activities based on the business needs and assist other team members and contribute tasks as part of OJT (on the job training). The duration of OJT will be typically 6 months. Based on the performance during OJT this duration could be shortened. Upon successful completion of OJT, you are expected to handle complex development tasks in a sprint independently.
   c. Working Schedule 17th April - 31st May 2023 :
      i. Part-Time (17th April - 31st May 2023) – As per bandwidth availability, during this period, working hrs during this period is limited to approximately 4 hrs per day requiring 20 hours a week. With preferable working hrs between 12 PM to 4 PM
      ii. Full-Time (Time - (1st June – onwards)
      A full-time position requires approximately 40 hours a week and your normal working schedule will be 09:00 AM to 06:00 PM from Monday to Friday. In exceptional cases, the schedule may extend beyond a normal working hour

   d. Work from Home Policy: Since pandemic situation affecting all of us globally, SynergIOTis has made the "Work from Home" policy mandatory to all its employees. During this period, you will be expected to work from a remote location of your choice.
   e. Holidays and Leaves: You will be entitled to have 10 public and statutory holidays. In addition, you are entitled to take 30 days of personal leave.
   f. Employment Relationship: Employment Contract between you and SynergIOTis India will come into effect when you and SynergIOTis sign the contract. The employment contract will remain in effect till either you or the SynergIOTis may terminate the contract at any time and for any reason, with or without cause in the written or email

SynergIOTis

2. Remuneration and Training Phase:
   a. Salary: You will be entitled to an annual compensation of INR 180000 (INR 1.8 Lakh) per annum during the part-time period and INR 360000 (INR 3.6 Lakh) per annum during the

teradatarecruiting@ms... 28 Feb

to me

Welcome to Teradata!

We are very excited to have you join Teradata! We are looking forward to having you start on January 2, 2024.

You will receive a separate email to confirm your background check has successfully completed.

Workday is our global employee system of record. You will receive credentials to access Workday on or before your start date. When you receive the credentials, please log into workday and complete your assigned tasks. Please refer to the task deadlines within Workday.

Congratulations!

Talent Acquisition Team

NOTE: Please do not reply to this message. Replies are routed to a mailbox that is not monitored.

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

OL No: AMVN483 **Date : 6 July 2023**

Dear **Rutuja Raut**,

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 19 July 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 : 19 July 2023

Training Period : **19 July 2023 to 28 July 2023**

On the Job Training Start Date: **29 July 2023**

On the Job Training End Date: **28 November 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

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 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 **19 July 2023.**

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor
675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.

▪ 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 you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

hr@academor.com
+91 8310181740

Academor

675, 9th Main Road (Opp to HDFC Bank)
Sector 7, HSR Layout Bengaluru - 560068

ANNEXURE

Sl. 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 (10th/12th 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)

hr@academor.com
+91 8310181740

AISSMS
INSTITUTE OF INFORMATION TECHNOLOGY
ADDING VALUE TO ENGINEERING

AISSMS/IOIT/TPO/22-23/ Date: 03/04/2023

CAMPUS PLACEMENT

(2023 Pass out BATCH)

Congratulations

The below mentioned students have been selected in

Pinclick

With a Package of 4.80 Lacs Per Annum.

Sr. No.	Name Of Student	Branch	College	Batch
1	Rushikesh Pawar	BE E&TC	AISSMS IOIT	2023
2	Hitesh Laxmikant Daga	BE E&TC	AISSMS IOIT	2023
3	Abhishek Askar	BE E&TC	AISSMS IOIT	2023
4	Vinay pilaniya	BE IT	AISSMS IOIT	2023
5	Sanket Bhadale	BE IT	AISSMS IOIT	2023
6	Nilesh Nandkumar Hundekari	BE E&TC	AISSMS IOIT	2023
7	Adnan Tamboli	BE IT	AISSMS IOIT	2023
8	Vivekanand Sanjay Kolekar	BE E&TC	AISSMS IOIT	2023
9	Pawan Raju Nawade	BE E&TC	AISSMS IOIT	2023
10	OMKAR CHAUNDKAR	BE Computer	AISSMS IOIT	2023
11	Pratik Ashok Landghule	BE Computer	AISSMS IOIT	2023
12	Anuj Parmar	BE Computer	AISSMS IOIT	2023
13	Vitthal Dnyanadeo Ghangal	BE E&TC	AISSMS IOIT	2023
14	Adarsh veer	BE E&TC	AISSMS IOIT	2023
15	Neeraj Vinod Mahajan	BE E&TC	AISSMS COE	2023
16	Abhishek Manjarekar	BE Mechanical	AISSMS COE	2023
17	Rushikesh Amrutkar	BE Production S/W	AISSMS COE	2023

18	Kamble Girish	BE Mechanical	AISSMS COE	2023
19	Parag Rajendra Dhamne	BE Mechanical	AISSMS COE	2023

Prof. Jitendra Khubani
Dean-Training & Placement

Birlasoft| Letter of Intent

1 message

Campus Team <Campusteam@birlasoft.com> Tue, 22 Mar, 2022 at 1:50 pm
To: anujajoshi021@gmail.com <anujajoshi021@gmail.com>

AMENDMENT OF LETTER OF INTENT

Dear Anuja Joshi **Dated: 22nd March 2022**

Subsequent to your selection as Junior Analyst/Trainee Engineer at Birlasoft, we are pleased to inform you that the CTC for the position has been revised to **4 Lakhs Per Annum** from 3.6 LPA.

Terms and conditions of the LOI shared earlier remains to be same.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the terms and conditions are subject to change at the sole discretion of Company.

We shall soon be sharing a link to submit your joining documents and other details.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft (India) Ltd., wish you all the best!

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"This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which they are addressed. If you have

Yours sincerely,

Raihan Shahzada

Associate Vice President- Talent Acquisition

For Birlasoft (India) Limited

Birlasoft.com

received this email in error please notify the mail.admin@birlasoft.com immediately without opening the mail and attachment . Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the company. Finally, the recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email"
****
****

_VOIS

13-December-2022

Prachi Rajabhau Kshirsagar
Kedar Appartmentshaniwar Pethmiraj , Maharashtra 416410

Dear Prachi,

Welcome to Vodafone!

We are pleased to offer you the position of **Graduate Engineer Trainee** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **07-August-2023** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation period of 12 months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

_VOIS

6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
    - The relieving / resignation acceptance letter from your present employer
    - 3 passport size photographs & a copy of your PAN card

7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited.**

Rohit Solomon
Vice President – Talent Acquisition

ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: Prachi

NAME: Prachi Rajabhau Kshirsagar

DATE: 26-12-2022

• Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

Hello Sarika,

Based on your performance in both the rounds of selection process, we would like to offer you the internship in Unreal development team at Ethosh. The offer details are as below:-

Internship Details:

Position offered: Intern- Unreal developer (Gaming)

Period: 6 Months (20th March 2023 – 20th Sept.2023)

Date of Joining: 20th March 2023

Location: Ethosh Office, S B Road

Reporting: Mr. Sushant Deshpande

Stipend: INR 10,000/- per month

Looking forward to confirmation & joining on Monday, 20th March at Ethosh's S B Road office by 10 am.

Regards,

Ravi Palekar | HR, L&D and Operations |
rpalekar@ethosh.com | M: +91 773-484-6551 |
www.ethosh.com

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Vedant Aher,

We are pleased to offer you apprenticeship training in the **Heating** division of **Thermax Limited at Nashik.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Vedant Aher state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date:

THERMAX

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend -** During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer –** During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Vedant Aher state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: _____

THERMAX

ANNEXURE A

Dear Vedant Aher

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

June 01, 2023

Appointment as Apprenticeship / Trainee

Dear Darshan Gawas ,

We are pleased to offer you apprenticeship training in the **OEM** division of **Thermax Limited at Pan India .** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Darshan Gawas state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date:

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend** - During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Darshan Gawas state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: _____

THERMAX

ANNEXURE A

Dear Darshan Gawas,

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

Gmail **AISSMSCOE Training and Placement Officer <placements@aissmscoe.com>**

Re: List of candidates of AISSMS Campus

12 messages

KampHire <campus@kamphire.in> 15 September 2022 at 13:52
To: Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>, placements@aissmscoe.com

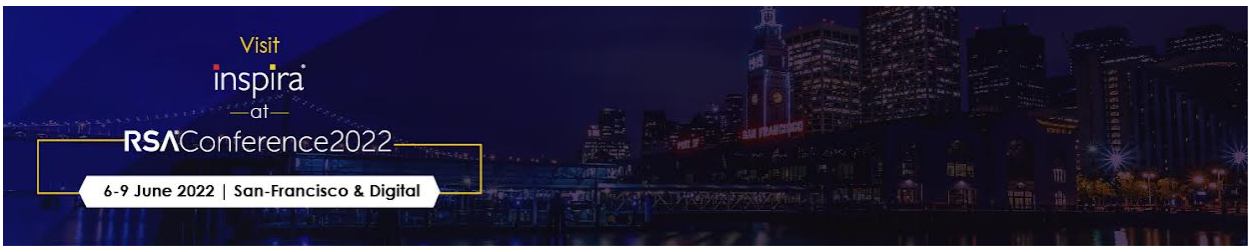
Dear Aniket Sir,
Greetings from KampHire!!

We already discussed with the placement manager Mr. Avinash Waghmare sir for the Walk In drive, and he said he'll inform the students.
He'll coordinate with you for the same.

Best regards,
Jyoti Rathod
Sr. Customer Success Executive
www.KampHire.in
7862918734
Campus@kampHire.i

On Wed, Sep 7, 2022 at 4:37 PM KampHire <campus@kamphire.in> wrote:

> Dear Aniket Sir,
> Greetings of the day!!!
>
> Thanks for sharing. I Will check & revert for the same.
>
> Thanks & Regards
> Jyoti
>
> On Wed, Sep 7, 2022 at 4:16 PM Aniket Salvi <aniket.salvi@inspiraenterprise.com> wrote:
>
> > Hi Jyoti
> >
> > PFA is the list of candidates we have shared the test and who have completed the test.
> >
> > Thanks & Regards,
> >
> > **Aniket Salvi**
> >
> > **Assistant Manager - Talent Acquisition - Campus Hiring**
> >
> > Email: aniket.salvi@inspiraenterprise.com |**Mobile:** 8976106919
> >
> > Website: www.inspiraenterprise.com
> >
> > **Inspira Enterprise India Ltd.,**31, Level 3, Kalpataru Square, Kondivita Lane, Ramakrishna Mandir Road, Andheri East, Mumbai – 400059



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2022 www.inspiraenterprise.com

KampHire <campus@kamphire.in> 19 September 2022 at 12:00
To: Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>, placements@aissmscoe.com

Dear Aniket Sir,
Greetings from KampHire!!

Kindly find the attachment of the shorlisted candidates which is selected for Assessment round.
We already share them Assessment link. Also shared the list of candidates who cleared the Assessment Test.
So that will update on system.

Thanks & Regards,
Jyoti Rathod
[Quoted text hidden]

Inspira Enterprises shortlisted candidates.xlsx
32K

Shweta Yerapale <shweta.yerapale@inspiraenterprise.com> 20 September 2022 at 12:13
To: KampHire <campus@kamphire.in>, Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: "placements@aissmscoe.com" <placements@aissmscoe.com>

Hi Team,

PFA, list of candidates who had been scheduled for today and confirmed yesterday evening .

Student Name	Email	Phone	
Yash Dinesh Mahadik	mahadikyash16@gmail.com	9112244788	Reaching
Harsh Dhalge	dhalgeharsh2000@gmail.com	9890410500	Reaching
Aryan Karpe	aryankarpe12@gmail.com	9503330980	absent

Sumit warade	waradesumit0706@gmail.com	9028281352	Reached
Aashish Ashok Chavan	aashishchavan1807@gmail.com	7057020932	absent
yash kondaji sonawane	yashkondajisonawane@gmail.com	7218383605	Reaching
Adinath Subhash Aher	adinathaher01@gmail.com	7743858783	absent
Tejas Atul Rane	tejasrane777@icloud.com	7276756510	Absent
Sunit Lohade	lohade986@gmail.com	7249682598	Reaching
Paresh Sanjiv Patil	pareshpatil6418@gmail.com	7057699612	
Shubham Shreepal Doshi	shubhamdoshi26jan@gmail.com	9823677491	
Satal Patil	satal27999@gmail.com	8956082709	Reached
RUTUJA VILAS PAWAR	rutpaw2002@gmail.com	8605990352	absent
Shivam Borhude	shivamborhude1311@gmail.com	9096868988	Absent
Aniruddha Sanjay Ghewade	aniruddhaghewade@gmail.com	7276124412	Reached

Thanks & Regards

Shweta Yerapale

HR Executive

Email: shweta.yerapale@inspiraenterprise.com |**Mobile: 9890336916**

Website: www.inspiraenterprise.com

Inspira Enterprise India Ltd.,

31, Level 3, Kalpataru Square, Kondivita Lane, Ramakrishna Mandir Road, Andheri East, Mumbai – 400059

From: KampHire <campus@kamphire.in>
Sent: 19 September 2022 12:01
To: Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>; placements@aissmscoe.com
Subject: Re: List of candidates of AISSMS Campus

You don't often get email from campus@kamphire.in. Learn why this is important

[Quoted text hidden]

KampHire <campus@kamphire.in> 20 September 2022 at 12:26
To: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>
Cc: Aniket Salvi <aniket.salvi@inspiraenterprise.com>, "placements@aissmscoe.com" <placements@aissmscoe.com>

Dear Team,

Thanks for sharing the same..

Thanks & Regards,
Jyoti Rathod.
[Quoted text hidden]

Aniket Salvi <aniket.salvi@inspiraenterprise.com> 20 September 2022 at 17:23
To: "placements@aissmscoe.com" <placements@aissmscoe.com>
Cc: KampHire <campus@kamphire.in>, Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>, Neeraj Chaudhary <neeraj.chaudhary@inspiraenterprise.com>

Hi

Below is the list of candidates who didn’t attend the interview even after confirming.

Request you to explain the same.

PEEYUSH KUMAR YADAV	Absent
Sayali Kamble	Absent
Roshni Bhoirkar	Absent

Sudarshan Borude	Absent
Abhijit Dahagaonkar	Absent
Rutuja Vilas Pawar	Absent
Aashish Chavan	Absent
Aryan Karpe	Absent

Thanks & Regards,

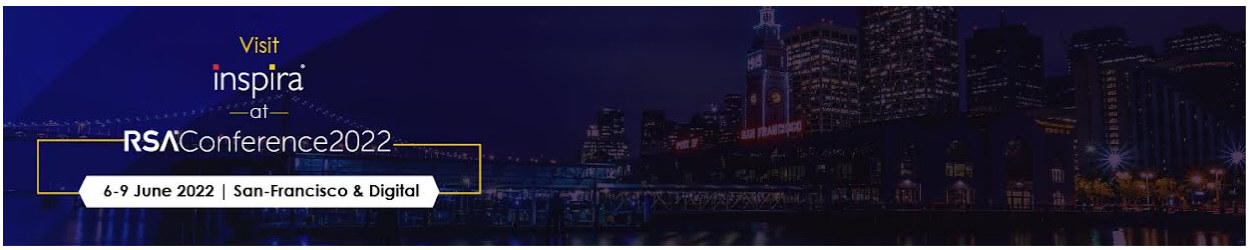
Aniket Salvi

Assistant Manager - Talent Acquisition - Campus Hiring

Email: aniket.salvi@inspiraenterprise.com |**Mobile:** 8976106919

Website: www.inspiraenterprise.com

Inspira Enterprise India Ltd.,31, Level 3, Kalpataru Square, Kondivita Lane, Ramakrishna Mandir Road, Andheri East, Mumbai – 400059



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KampHire <campus@kamphire.in> 22 September 2022 at 12:59
To: Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: "placements@aissmscoe.com" <placements@aissmscoe.com>, Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>, Neeraj Chaudhary <neeraj.chaudhary@inspiraenterprise.com>

Dear Shweta Ma'am,
Greetings from KampHire!!

Please share the list of the students who are shortlisted for joining.
So that we will communicate with the placement manager.

Thanks & Regards,
Jyoti Rathod
[Quoted text hidden]

Shweta Yerapale <shweta.yerapale@inspiraenterprise.com> 23 September 2022 at 16:56
To: KampHire <campus@kamphire.in>, Aniket Salvi <aniket.salvi@inspiraenterprise.com>
Cc: "placements@aissmscoe.com" <placements@aissmscoe.com>, Neeraj Chaudhary <neeraj.chaudhary@inspiraenterprise.com>

Hi Jyoti ,

PFB, Selected Candidates for IAM Associate (Pune).

Student Name	Email	Phone	status
Harsh Dhalge	dhalgeharsh2000@gmail.com	9890410500	selected
Tejas Atul Rane	tejasrane777@icloud.com	7276756510	selected
Sunit Lohade	lohade986@gmail.com	7249682598	selected

[Quoted text hidden]

KampHire <campus@kamphire.in> 23 September 2022 at 17:06
To: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>
Cc: Aniket Salvi <aniket.salvi@inspiraenterprise.com>, "placements@aissmscoe.com" <placements@aissmscoe.com>, Neeraj Chaudhary <neeraj.chaudhary@inspiraenterprise.com>

Noted Ma'am.
Thanks for sharing
[Quoted text hidden]

Shweta Yerapale <shweta.yerapale@inspiraenterprise.com> 23 September 2022 at 17:11
To: KampHire <campus@kamphire.in>
Cc: "placements@aissmscoe.com" <placements@aissmscoe.com>

Hi Jyoti,

PFB, this is the updated sheet

Student Name	Email	Phone	status
Harsh Dhalge	dhalgeharsh2000@gmail.com	9890410500	selected
Sunit Lohade	lohade986@gmail.com	7249682598	selected
Tejashree Mahadev Sakhare	sakharetejashree@gmail.com	9370978454	selected

[Quoted text hidden]

KampHire <campus@kamphire.in> 23 September 2022 at 17:12
To: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>
Cc: "placements@aissmscoe.com" <placements@aissmscoe.com>

Thanks for the update.
[Quoted text hidden]

AISSMSCOE Placements <placements@aissmscoe.com> 23 September 2022 at 17:14
To: KampHire <campus@kamphire.in>
Cc: Shweta Yerapale <shweta.yerapale@inspiraenterprise.com>

Thanks for the update.

Prof (Dr) A V Waghmare
Associate Professor, Mechanical Engineering
Head, Centre for Information Training and Placement
AISSMS College of Engineering, Pune-1
+91 9096 120365, www.aissmscoe.com | www.avwaghmare.in | https://www.linkedin.com/in/avinashwaghmare
Vision: Service to society through quality education

[Quoted text hidden]

Shweta Yerapale <shweta.yerapale@inspiraenterprise.com> 17 October 2022 at 12:59
To: AISSMSCOE Placements <placements@aissmscoe.com>, KampHire <campus@kamphire.in>

Hi Avinash,

Tejashree Mahadev Sakhare	sakharetejashree@gmail.com	9370978454

As discussed on call here is a detail of that candidate , she said that there is some collage projects are going on and due to that she can’t continue the job .

Please have a word with her and confirm us .

[Quoted text hidden]

Gmail

AISSMSCOE Training and Placement Officer <placements@aissmscoe.com>

Students to be Offered for Knest

5 messages

arpita.gupta@knestaluform.in <arpita.gupta@knestaluform.in> 14 December 2022 at 19:51
To: AISSMSCOE Placements <placements@aissmscoe.com>
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>

Dear Sir,

Following candidates are selected today for Production department for Knest Talegaon. Please confirm their batch whether they are from 2021-22 or 2022-23. CTC will be decided accordingly.

1. Sunny Parolekar
2. Kunal Bhagwat
3. Shahid Khan
4. Sushant Gaikwad
5. Pranav Phad
6. Pranav Zarekar

Thanks & Regards

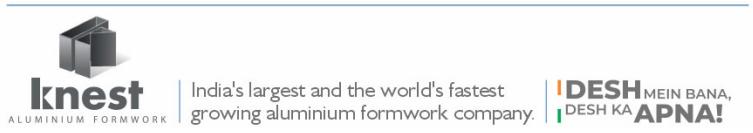
Arpita Gupta
Head – Human Resources & Administration

Contact No: 8484869638

Email : arpita.gupta@knestaluform.in

Knest Manufacturers LLP
HEAD OFFICE: 802, Om Chambers, T. 29/31, Bhosari Industrial Estate, Telco Road, Bhosari, Pune - 411 026 I

FACTORY: Gat No. 45, Navlakh Umbre, Talegaon - 410 507
Ph: +91 20 2742 6622 I www.knestaluform.com I



AISSMSCOE Placements <placements@aissmscoe.com> 14 December 2022 at 19:54
To: Arpita Gupta <arpita.gupta@knestaluform.in>
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>

Ma'am
PFA.
[Quoted text hidden]

KNEST Final Students List.pdf
192K

arpita.gupta@knestaluform.in <arpita.gupta@knestaluform.in> 21 December 2022 at 21:41
To: AISSMSCOE Placements <placements@aissmscoe.com>
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>

Dear Sir,

Kindly confirm, the date of joining of the offered candidates from Knest. How many of them are actually joining Knest in Sales, Design & Production.

I have forwarded few emails received from selected/offered students and where they have requested for Design position knowing the fact that they are from Production Sandwitch division. I wont be able to allow them to join Design team in the current scenario as they had been offered already and we have taken valuable time from our Director for the selection process. I also need to know why they are changing their mind to join Design team after receiving offer from Knest.

Request you to speak to all the selected/offered candidates of AISSMS and share an update regarding their interest in joining Knest to they respective departments where they had been selected and offered at Knest.

Regards,

Arpita

[Quoted text hidden]

---------- Forwarded message ----------
From: <arpita.gupta@knestaluform.in>
To: "'AISSMSCOE Placements'" <placements@aissmscoe.com>
Cc: "'Rajiv Shaw'" <rajiv.shaw@knestaluform.in>
Bcc:
Date: Sat, 3 Dec 2022 20:35:00 +0530
Subject: RE: Campus Hiring - 2021-22 Batch ASSIMS

Dear Sir,

I have shortlisted all the candidates who attended the HR interview, as all of them were good. We have selected following 3 candidates who have completed their technical interview at Knest for Design & Sales. We will release their offer by Monday.

Rest all candidates will be called to Plant for a final technical interview on next week. Once selection is done, I shall update you regarding offers.

Prathamesh Shivaji Ingale - Design
Janhavi Yogesh Yewale - Design
Kalpesh Jaju - Sales

Regards,

Arpita

From: AISSMSCOE Placements <placements@aissmscoe.com>
Sent: 30 November 2022 20:21
To: arpita.gupta@knestaluform.in
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>
Subject: Re: Campus Hiring - 2021-22 Batch ASSIMS

I confirm the same.

Both batches are going to join.

On Wed, 30 Nov 2022, 20:06 , <arpita.gupta@knestaluform.in> wrote:

> Dear Sir,
>
> If there are only 10 students who are available to meet me at Knest Bhosari office on 2nd Dec,22, requesting you to kindly ask the Production Sandwitch batch to meet me on the same day for interview i.e. 2nd Dec,22. I can accommodate them together at my conference room. Please confirm if the same is possible to have a combined batch for recruitment drive.
>
> There is a change in interview schedule. We would start the presentation at 11AM instead of 10AM. Students can reach Bhosari-HO before 11AM.
>
> Regards,
>
> Arpita

From: AISSMSCOE Placements <placements@aissmscoe.com>
Sent: 29 November 2022 15:20
To: arpita.gupta@knestaluform.in
Subject: Re: Campus Hiring - 2021-22 Batch ASSIMS

Dear Arpita Ma'am

There are 10 students ready to come for interview.

Prof (Dr) A V Waghmare

Associate Professor, Mechanical Engineering

Head, Centre for Information Training and Placement

AISSMS College of Engineering, Pune-1
+91 9096 120365, www.aissmscoe.com | www.avwaghmare.in | https://www.linkedin.com/in/avinashwaghmare

Vision: Service to society through quality education

On Mon, Nov 28, 2022 at 7:41 PM <arpita.gupta@knestaluform.in> wrote:

> Dear Sir,
>
> Thank you for your confirmation regarding the drive on 2nd Dec'22. We will wait for the exact number of attendees from AISSMS from your end.
>
> Request you to kindly ensure that students are coming at Knest with Formals sharp at 10AM and they need to carry one copy of their resume.
>
> Regards,
>
> Arpita
>
> **From:** AISSMSCOE Placements <placements@aissmscoe.com>
> **Sent:** 28 November 2022 18:06
> **To:** arpita.gupta@knestaluform.in
> **Subject:** Re: Campus Hiring - 2021-22 Batch ASSIMS
>
> Dear Arpita Ma'am,
>
> With reference to our telephonic conversation I am confirming 2 Dec for a face to face interview.
>
> I will let you know the exact number of students who will be appearing for the interview.
>
> Thank & Regards

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>
> Thanks & Regards
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> Head – Human Resources & Administration
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> Contact No: 8484869638
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> Email : arpita.gupta@knestaluform.in
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>
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> Ph: +91 20 2742 6622 I www.knestaluform.com I
>
> CREDAI WeEndorse Partner 2021-2022
>
> knest ALUMINIUM FORMWORK | India's largest and the world's fastest growing aluminium formwork company. | DESH MEIN BANA, DESH KA APNA!

From: AISSMSCOE Placements <placements@aissmscoe.com>
Sent: 22 November 2022 21:36
To: arpita.gupta@knestaluform.in
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>
Subject: Re: Campus Hiring - 2021-22 Batch ASSIMS

Dear Arpita Madam,

Student data can be accessed through https://docs.google.com/spreadsheets/d/1sAkJuRrel4AuzF1JHatus4BFaqXOPFk2rnQccKHTMhI/edit?usp=sharing

Thanks & Regards

Prof (Dr) A V Waghmare

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>
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>
> 1. **Execution: Location - Talegaon Plant,** BE – Civil (3 Nos) TALEGAON with frequent travelling – Employee to be placed at Plant at Talegaon, 90% travelling to Knest sites (PAN India & International) and direct client interactions and implementation of product at client site.
> 2. **Sales (10 Nos) Location : Bhosari / HO / REMOTE** – BE-Mechanical/Civil, REMOTE JOB 100% travelling and remote working environment
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> Compensation & Benefits details are as below -
>
> 1. **Salary :** Rs.25K for Sales. Rs.22K for Rest all departments with Compliance & annual variable pay. Salary can go up to Max Rs. 4 LPA for exceptional cases.
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> 7. Monthly **Rewards & Recognitions** for performance
> 8. Monthly **Employee Engagement** activities
> 9. Free of cost **Evening Snacks** at HO. Monthly Lunch and Snacks at Plant with Rs.300/- per month

Information on Knest Manufacturers LLP – To be shared with students if required

URL : https://www.knestaluform.com/life-at-knest

Video : https://www.youtube.com/watch?v=DKIMZSWNdZ4

https://www.youtube.com/watch?v=k2eB3qRlcyA

We are OK to take students from 2021-22 batch as 'full-time' employee. We are comfortable to come to your campus or we can meet your students at Knest Bhosari office by next week. Please feel free to contact me for any query and share headcount of available and interested students ASAP.

Thanks & Regards

Arpita Gupta
Head – Human Resources & Administration

Contact No: 8484869638

Email : arpita.gupta@knestaluform.in

RE: Campus Hiring - 2021-22 Batch ASSIMS.eml
53K

AISSMSCOE Placements <placements@aissmscoe.com> 27 December 2022 at 11:14
To: Arpita Gupta <arpita.gupta@knestaluform.in>

Topic : Students Interaction with HR. (KNEST FORMWORK)

Time: Dec 27, 2022 11:00 AM

To join the meeting on Google Meet, click this link:
https://meet.google.com/sec-pwqb-avo

Or open Meet and enter this code: sec-pwqb-avo

[Quoted text hidden]

[Quoted text hidden]
Bcc:
Date: Sat, 3 Dec 2022 20:35:00 +0530
Subject: RE: Campus Hiring - 2021-22 Batch ASSIMS

Dear Sir,

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Regards,

Arpita

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Vision: Service to society through quality education

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>
> Video : https://www.youtube.com/watch?v=DKIMZSWNdZ4
>
> https://www.youtube.com/watch?v=k2eB3qRlcyA

We are OK to take students from 2021-22 batch as ‘full-time’ employee. We are comfortable to come to your campus or we can meet your students at Knest Bhosari office by next week. Please feel free to contact me for any query and share headcount of available and interested students ASAP.

Thanks & Regards

Arpita Gupta
Head – Human Resources & Administration

Contact No: 8484869638

Email : arpita.gupta@knestaluform.in

---

arpita.gupta@knestaluform.in <arpita.gupta@knestaluform.in> 29 December 2022 at 21:17
To: AISSMSCOE Placements <placements@aissmscoe.com>
Cc: Rajiv Shaw <rajiv.shaw@knestaluform.in>

Dear Sir,

With reference to our online Google discussion with the selected/offered candidates of AISSMS on 27th December, 2022, please share the final confirmation regarding those offered students who are interested to join Knest and their date of joining post exams on January, 2023.

[Quoted text hidden]

Gmail AISSMSCOE Training and Placement Officer <placements@aissmscoe.com>

Fwd: Campus Drive at AISSMS

2 messages

Avinash Waghmare <avwaghmare@aissmscoe.com> 18 April 2023 at 13:48
To: AISSMSCOE Training and Placement Officer <placements@aissmscoe.com>

---------- Forwarded message ---------
From: **Avinash Waghmare** <avwaghmare@aissmscoe.com>
Date: Thu, 13 Apr 2023, 18:28
Subject: Re: Campus Drive at AISSMS
To: Shalaka Korhale <shalaka.korhale@premium-transmission.com>
Cc: Veena Dhamankar <veena.dhamankar@premium-transmission.com>, Suraj Katoch <suraj.katoch@premium-transmission.com>

Thank You ma'am.
Waiting for further details.
Regards
A V Waghmare

On Thu, 13 Apr 2023, 16:56 Shalaka Korhale, <shalaka.korhale@premium-transmission.com> wrote:

> Dear sir,
>
> Please find the list of selected candidates for GET program,

Selected Candidates for GET		
Sr.No	Name	Status
1	Prashant Vaijnath Surwase	Suitable
2	Sanskar Sunil Fursule	Suitable
3	UTKARSH ANIL EKATPURE	Suitable
4	VEDANT RAMESHRAO GODBOLE	Suitable
5	VISHWAJIT JANBA PAWAR	Suitable
6	DIVYA MAHENDRA DHAMAL	Suitable
7	DNYANESHWAR BABASAHEB THOMBRE	Suitable
8	DHIRAJ RAJESH SHINDE	Suitable
9	RAJU GANPATI MALI	Suitable
10	OMKAR SHARAD DALVI	Suitable
11	Vinaya Arun Gholap	Suitable
12	Atharva Naik	Suitable

> Will connect with you for further process

Thanks & Regards,

Shalaka Korhale

Sr. Executive - Human Resource

Premium Transmission Private Limited
Old Mumbai-Pune Road, Chinchwad, Pune-411019, Maharashtra, India
Contact: +91-8956151711 | **www.premium-transmission.com**
http://client.intericsdigital.com/shalaka.korhale@premium-transmission.comers/premium/2020/sign/fb.jpg
https://docs.google.com/uc?export=download&id=1myTrLb700cSIecnXYCoBA5DdY8lTt3uY&revid=0B8H0wOCwGvBPR2RYN1piY3ArQjlWUXhEZnUxQUdiSnJPaDJrPQ
http://client.intericsdigital.com/shalaka.korhale@premium-transmission.comers/premium/2020/sign/tweet.jpg

cid:image001.jpg@01D82CD5.143EB620

DISCLAIMER: The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain confidential or privileged information. If you are not the intended recipient, please notify the sender by Email immediately and destroy all copies of this message and any attachments. Please do not print this email unless it is necessary. Every unprinted email helps the environment.

4 attachments

image003.jpg
1K

image002.jpg
1K

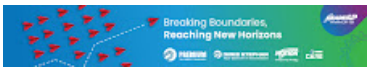

image004.jpg
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image001.jpg
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Avinash Waghmare <avwaghmare@aissmscoe.com> 18 April 2023 at 13:57
To: AISSMSCOE Training and Placement Officer <placements@aissmscoe.com>

---------- Forwarded message ---------
From: **Shalaka Korhale** <shalaka.korhale@premium-transmission.com>
Date: Tue, 18 Apr 2023, 12:53
Subject: RE: Campus Drive at AISSMS
To: Avinash Waghmare <avwaghmare@aissmscoe.com>
Cc: Veena Dhamankar <veena.dhamankar@premium-transmission.com>, Suraj Katoch <suraj.katoch@premium-transmission.com>

Dear sir,

As discussed please inform selected students to submit their document EOD

List of required documents as below,

- Adhaar Card
- Pan Card
- 10th marksheet
- 12th/Diploma marksheet
- Marksheets of semesters

Thanks & regards,

Shalaka

[Quoted text hidden]
[Quoted text hidden]

5 attachments

image001.jpg
1K

image002.jpg
1K

image003.jpg
1K

image004.jpg
66K

image002.jpg
1K

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Sayali Santosh Koli,

We are pleased to offer you apprenticeship training in the **Enviro** division of **Thermax Limited at Pune.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Sayali Santosh Koli state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date:

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend -** During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer –** During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Sayali Santosh Koli state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: _____

THERMAX

ANNEXURE A

Dear Sayali Santosh Koli

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

Godrej & Boyce Mfg. Co. Ltd.
Regd. Office:Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: + 91-22-6796 1700 / 1800
www.godrej.com
CIN: U28993MH1932PLC001828

Corporate Personnel & Administration Department

Ref.:HK/P&A/APPMT'2023-2024/A-700486

10th July, 2023

Mr. Archit Hariom Kale
Vanmali, Ghatpuri Road
Near Aaisaheb Mangal Karyalay
Keshav Nagar
Khamgaon - 444303

Salary Code	:	**700486**
BC/RC/CC	:	**EZ/238/T3**
Location	:	**Plant 19L**
Date of Birth	:	**27/03/2001**
Trainee Category	:	**C200**

LETTER OF APPOINTMENT

Dear Mr. Archit Kale,

With reference to your application and the subsequent interview you had with us, we are glad to appoint you as **Graduate Engineer Traniee** in **Godrej Lawkim Motors** on the following terms and conditions:

1. Date of Appointment: Your appointment dates from **10th July, 2023**.

2. Place of Posting: Your initial place of posting will be in our **Vikhroli Establishment**.

3. Training Period: You will be on traineeship for a period of **Twelve** months. Upon satisfactory completion of the training and subject to suitable vacancies existing at that time, you may be considered for absorption in regular employment against such vacancies on the terms & conditions applicable to Management Cadre Employees. If and when considered, a separate letter of appointment will be issued to you.

4. Stipend: You will be paid an all-inclusive consolidated stipend of **Rs.36000** per month during the training period. Taxation will be governed by the Income Tax rule as applicable from time to time. The Company will be deducting tax at source as per the prevailing income tax guidelines. You are required to submit your PAN Card, Aadhar Card to the Company within thirty days from your date of joining.

(a) If at any time in future, any legislation being enacted/made applicable by the Government, Municipality or any other Quasi Government Body treating the above referred Consolidated Monthly Stipend for contribution towards Provident Fund, Employees State Insurance Scheme or any other direct/indirect payment, benefit or remuneration/contribution, then in such an event, the said stipend shall stand so modified so that there is no additional/extra burden on the Company on this count and the Company is not put to any additional monetary loss or double liability on this count.

(b) Furthermore, if there is any legislation in force and/or enacted/made applicable in future by the Government, Municipality or any other Quasi Government Body, making it mandatory to pay any allowance/reimbursement of expenditure in the nature of House Rent Allowance, Conveyance or any other allowance/reimbursement of similar or analogous nature, which is in excess of or in addition to the monthly consolidated stipend being paid to you, then in such an event, the existing stipend/allowances paid to you will stand so modified that there is no overall addition and/or extra payment on this count and the consolidated monthly stipend shall remain the same and the Company is not put to any additional monetary loss or double liability on this count.

Contd...(2)

Godrej

Mr. Archit Harlom Kale, S.Code: 730486

5. Leave Entitlement: You will be eligible for leaves as per the Leave Rules of the Company.

6. Transfer of Services & Tour Entitlement:

(a) You are liable to be transferred to any of the Company's Divisions / Establishments / Project Site anywhere in India as per business needs and exigencies. You shall not be eligible for any additional /further payment on account of such transfers save and except your entitlements under the Company's Transfer Policy. Further, you will be governed by the rules and regulations, service conditions and work practices which are prevailing in the location where you have been so transferred.

(b) You may be called upon to undertake tours and/or other assignments anywhere in India in connection with Company's business. While on such tour, you will be entitled to travel, boarding & lodging expenses and other permissible allowances as per the Travel Policy of the Company.

(c) For more information relating to Company's policies, rules & procedures and schemes which are applicable to the Trainees, you are required to refer to the Policy Reckoner in the Employee Connection Section of Company's Intranet - Godrej Connect. It is expected that all employees/trainees visit the Company's website to know about the policies, rules & regulations of the Company as the changes related to Policies, Rules & Regulations are announced through Godrej Connect.

7. Separation / Termination:

(a) If you wish to resign from the traineeship of the Company, the notice period is one month during the training period and, you will be permitted to do so subject to your fulfilling the terms & conditions as per the 'Service Agreement' entered by you with the Company. The Company reserves the right to accept / not to accept the notice period depending upon business needs and requirements. If you should leave the Traineeship without fulfilling terms and conditions as applicable to you, you will be liable to be sued for damages.

(b) The Company reserves the right to terminate your traineeship at any time without notice if you are found guilty of absence from duty without prior intimation and/or permission for seven days or more, in subordination, non-performance, disclosing confidential data or information pertaining to the Company, bonafide loss of confidence, misappropriation of Company's funds, causing damage to the property of the Company, non-compliance of Company rules & regulations besides omission / commission of any act on your part which may be prejudicial to the interest of the Company.

(c) You will not, whilst in the traineeship of the Company, undertake or concern yourself directly or indirectly with any other duties or outside work, either part time or full time, with or without monetary gains, without the express written permission of the Management. If you are found guilty of such misconduct, your traineeship can be terminated by the Company forthwith without notice or payment in lieu of notice.

8. Work Timings & Working in Shifts: You will be governed by the general rules & regulations of conduct, discipline, holidays, hours of work that are prevailing in the Company at the time of joining or may be brought into force from time to time at the discretion of the Management and you will be required to abide by the same.

If and when it is required to impart training to you on a non-working day, you will be required to report for training on such days for which you will be given compensatory off. Similarly, as and when required, you may be called upon to report in second shifts when specific / special training opportunities are available.

Contd...(3)

Godrej

Mr. Archit Hariom Kale, S.Code: 700486

9.Medical Fitness: The appointment offered to you is subject to your being found medically fit by the Company's Medical Officer or a Medical Practitioner of Company's choice. The Management holds the discretionary authority to ask you to undergo medical fitness examination at any time during the course of your traineeship and, your retention in the Company's traineeship will be subject to your medical fitness, to be certified by the Company's Doctor or a Medical Practitioner of Company's choice. The Management reserves the right to terminate your traineeship if you are found to be medically unfit.

10. Submission of Educational Certificate / Marksheets: If your appointment is made prior to the declaration of the final examination results for which you have appeared, you are required to submit the documentary proof of having passed in the said examination immediately upon declaration of the results by the Board / University. In case you are found having failed in the said examination, your appointment shall be terminated forthwith without notice or payment in lieu of notice.

11. Submission of External Work Experience Certificates / Letters: In case you have worked prior to joining our Company, your external work experience will be calculated on the basis of documentary proof submitted by you at the time of appointment and its relevance to the position offered to you. The decision of the Management will be final and binding on you. Please note that you will not be permitted to make any amendment in your external experience upon confirmation of your services in the Company.

12. Submission of False Documents: If at any time in future, the documents submitted by you pertaining to your date of birth, residence, family details, educational qualification and/or external work experience etc. are found to be false / incorrect, the Company reserves the right to terminate your appointment forthwith besides initiating necessary legal proceedings against you as per law.

13. Confidentiality, Innovation & Proprietary Information:

(a) You shall not, either during the course of your traineeship in our Company or at any time thereafter, divulge, disclose or publish or make known or use for your personal benefits or for the benefits of any other person, Firm, Company or any Corporate Body or post on Social Media, any particulars or details of our designs, specifications, manufacturing processes of our products, innovations, toolings and machinery, technical know-how, administrative, organizational and / or financial matters of confidential nature which may be your privilege to know by virtue of being a trainee in our Company. Any breach in this regard will render immediate termination of your traineeship without notice, and, also legal action, whilst in assignment or thereafter, in a Court of Law including any action for recovery of damages.

(b) You will disclose and assign to the Company as its exclusive property, all inventions and technical or business innovations developed and/or conceived by you solely or jointly with others during the period of your training that are along the lines of the business, work or investigations of the Company or its affiliates to which your assignment relates (or) as to which you may receive information due to your development (or) that result from or are suggested by any assignment which you may do for the Company (or) that are otherwise made through the use of Company's time, facilities or materials.

(c) You will execute all necessary papers and otherwise provide proper assistance (at the Company's expenses), during and subsequent to your traineeship to enable the Company to obtain for itself or its nominees, patents, copyrights, or other legal protection for such innovations or inventions in any and all countries. You will be required to make and maintain for the Company adequate and current written / electronic records of all such inventions and/or innovations.

(d) You will not use, publish or otherwise disclose, any secret or confidential information or data of the Company or of its Associates/Affiliates which the Company is obligated to maintain in confidence either during or subsequent to your traineeship in our Company.

Contd...(4)

Mr. Archit Hariom Kale. S.Code: 700486

(e) You will not disclose or utilize in your traineeship / assignment / work with the Company any secret or confidential information of others (including any of your prior employment/assignment) or any inventions or innovations of your own which are not included within the scope of this clause.

(f) You will always maintain the highest degree of confidentiality and keep as confidential the records,documents and other Confidential Information which has been received from the Company or its clients / business associates as their Confidential Information including the business related to the Company which may be known to you or confided with you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purpose of this clause 'Confidential Information' means information about the Company's business including that of its clients/associates as received under any agreement or otherwise, which is not available to the general public and which may be learnt during the course of your assignment. This includes, but not limited to, information relating to the Company, its customer lists, employment policies, personnel and information about the Company's products, processes, technology, manuals, drawing, designs, specifications and all papers, resumes, records and other documents, electronic gadgets containing Confidential Information.

(g) You agree to safeguard and not disclose any Confidential Information even after the cessation of your traineeship in our Company.

(h) You agree to defend, indemnify and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses, liabilities, suits and proceedings asserted or brought against the Company arising from or on account of your acts of omissions.

14. Code of Ethics & Business Conduct:

(a) The Company has a policy on 'Code of Ethics & Business Conduct' and you are expected to read the same on Company Website / Intranet. The Company prides itself as an Organization with highest order of ethical conduct in dealing with its customers, dealers, vendors, suppliers, subcontractors, staff or the like by whatever name called. As a part of your association with the Company, it is expected that you will fully understand this philosophy and the policies governing it. You shall maintain utmost discipline and good conduct in your dealing with your superiors, peers, subordinates & customers etc. The Company will not tolerate any objectionable behaviour including, however not limiting to, verbal abuse, sexual harassment, gender discrimination, misuse of Company's time / property, theft, accepting gifts / any gratifications, bribes or any such act by its employees. You shall, at all times, act diligently & honestly and in conformity with the ethical practices of the Company. You shall, at all time, be bound by the Code of Conduct as applicable, from time to time, to all employees.

(b) The Company has a policy on prevention of sexual harassment at work place. Any form of sexual harassment as laid down by the Company in its policy, which is in consonance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, shall be treated as a misconduct by the Management.

(c) You are not authorized to represent the Company at any public forum, press meeting / conference, or publish articles in magazines / newspapers unless otherwise authorized by the Management to do so.

(d) You will, at all times, abide by the statutory and regulatory laws of the land and violation of any of these will attract strict disciplinary action, including termination of employment.

15. Updation of Personal Information: Any change in marital status, residential address and/or acquisition of additional educational qualification should be intimated to the Corporate Personnel & Administration Department, through your Divisional Personnel Head, to enable us to keep the records up-to-date.

Contd...(5)

Godrej

Mr. Archit Hariom Kale, S.Code: 700486

16. General:

(a) In case of an injury by an industrial accident including certain occupational diseases arising out of and during the course of employment, you will be entitled for compensation payable under the provisions of the Employee's Compensation Act 1923 and its subsequent amendments thereto. However, if an employee is covered under the provisions of ESI Act 1948, then, he / she will not be entitled to get the compensation under the provisions of Employee's Compensation Act.

(b) A woman employee will be covered under the provisions of the Maternity Benefit Act 1962 and its amendments thereto. The salient provisions of the said Act and the benefits are given in the Company's Policy Manual on Intranet and Leave Policy.

The Company reserves its right to add to, alter, amend or vary the foregoing terms and conditions as and when found necessary.

Please confirm on the attached copy that you accept employment on the terms and conditions stated in this Letter of Appointment and return the copy to us as a token of your acceptance.

We wish you an enriching learning experience during your traineeship and wish you a bright & prosperous career with us.

Yours truly,
For Godrej & Boyce Mfg. Co. Ltd.,

Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

I hereby confirm that I accept the terms and conditions as set out in this Letter of Appointment and agree to abide by the same.

Date: 08/08/2023. Signature: Kale.

---

cc.: Divisional Personnel Head, Godrej Lawkim Motors
cc.: Corporate Human Resources Department, Plant 11

Bosch Chassis Systems India Pvt. Ltd.

Gat No. 306
Nanekarwadi (Chakan)
Tal.Rajgurunagar
Dist. Pune 410 501
Tel: +91 (0) 20-30616300
Fax: +91 (0) 20-3061444
PAN No. :AAACK7312E

***Private & Confidential ***

Mr. Nishandar Raj Ramdas
At, Ranjangao, Taluka – Shirur
Dist - Pune
Maharashtra

21.09.2023

Graduate (Engineering) Apprenticeship Program – (2023-2024)

Dear Mr. Nishandar Raj Ramdas,

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of **"Graduate Apprentice"** Undergraduate Apprenticeship Program in our Company (Location: Chakan Plant, Pune). The Training Program starts with effect from 09.10.2023 and shall end on 08.10.2024.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, your stipend will be as follows:

Sl.No	Particulars	INR Per annum
1.1	Consolidated Stipend	449,465/-
1.2	Group Personal Accident Insurance	535/-
	Total	**450,000/-**

Apart from the consolidated stipend as mentioned aforesaid, you shall not be entitled for any other amounts, allowances, perks or benefits.

2. Your engagement as Graduate Apprentice with the Company is subject to you passing the graduate examination with a minimum of 60% marks and producing the Pass Certificate within 2 months of your joining. In case, you fail to pass the graduate examinations or fail to obtain a minimum of 60% marks as the overall score, your engagement shall be terminated immediately without any financial obligation on the Company.

3. This apprenticeship training is a full-time engagement, and you are not allowed to accept any other employment or undertake any work or service, directly or indirectly, either part-time, honorary or otherwise or carry on any business.

4. Your engagement as Graduate Apprentice Trainee will automatically cease at the end of the stipulated period of your apprenticeship training as mentioned aforesaid. Company shall have no obligation whatsoever to either extend the period of engagement or offer you any permanent employment with the Company.

5. You will be governed and shall abide by the Company's Standing orders and other rules and regulations as applicable and in force from time to time. You will be entitled to the leave benefits subject to terms and conditions as per the prevailing leave policy for apprentices.

6. This offer is made on the understanding that all the information given by you to the Company is adequate, correct and fulfils the eligibility criteria mentioned to you during the campus recruitment process. If it is found at any time that any information given by you is incomplete, incorrect, untrue or you have suppressed any information, the Company will have the right to withdraw this letter before you commence your training or to terminate your training, at any time, without any notice or compensation, in case you have started the training with us. Company shall also have a right to recover from you the stipend already paid to you, if any.

7. In case of termination of service during apprenticeship period, you will be required to serve the notice period of 30 days.

8. You shall keep confidential all information that you may receive orally, in writing or otherwise of the Company including in respect of Company's business, its customers, suppliers, service providers, products etc. during the course of your training as confidential. Confidential information shall include all information which is not in public domain and which if disclosed may adversely impact the Company. You are restricted from copying or removing any confidential / proprietary information of the Company outside the Company premises without prior written permission from the management.

   Disclosure of confidential information at any point of time shall make you liable to pay compensation, damages to the Company. You shall use Confidential information in relation to the Company's business only for the purpose of your training. All such information should not be used by you for any of your subsequent employments or businesses. Your obligations in respect of Company's confidential information shall be in perpetual.

9. All rights in any intellectual property, invention, development, improvement in process that you might create or cause whilst engaged with the Company shall exclusively vest with the Company. You shall execute all such documents as may be required in law to formally assign the rights to the Company. The stipend paid by the Company shall be deemed to be an adequate consideration for such assignments.

10. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.

11. We would be conducting a background and reference check on the information submitted by you. Your engagement with us is contingent upon satisfactory report on the background check conducted by our Company's approved agency.

12. This offer of engagement is provisional, subject to your being declared medically fit by Company's Medical Officer.

13. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

14. Please report to us on 09.10.2023 at 8:45am. In case you do not report for Apprenticeship by 09.10.2023, this offer shall stand withdrawn.

Yours faithfully,
for Bosch Chassis Systems India Pvt Limited,

pki, BOSCH, APAC, C, H, CHINTAWAR.AR
Digitally signed by pki, BOSCH, APAC, C, H, CHINTAWAR.AR
Date: 2023.09.27 10:52:12 +05'30'

(Avinash Chintawar)
Managing Director

pki, BOSCH, APAC, K, A, kavita.nair
Digitally signed by pki, BOSCH, APAC, K, A, kavita.nair
Date: 2023.09.22 16:04:04 +05'30'

(Kavita Nair)
Sr. Manager
(Human Resources)

I agree to the above terms and conditions.

_____ _____

(Signature of the Candidate) (Date)

In addition to the terms and conditions, you are also required to bring **1 recent passport size photo** and the following **original certificates** along with **two copies of the same**, on the day of your joining duty:

1. Proof of age.
2. All Educational qualification Marks Cards and certificates in **original**, with 2 copies of each.
3. Acknowledged Copy of the appointment letter.
4. Bank Details, Cancelled cheque leaf and Pan card, Aadhar Card

On the day of your joining, please report at the Medical Centre and after you submit your fitness report you can meet Ms. Neeta Kolge to complete other formalities.

CC/HRM1-IN Dept.

Venue: Bosch Chassis Systems India Pvt Limited,
Gate No. 306, Nanekarwadi Tal- Khed
Chakan, Maharastra - 410501

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

June 01, 2023

Appointment as Apprenticeship / Trainee

Dear Darshan Gawas ,

We are pleased to offer you apprenticeship training in the **OEM** division of **Thermax Limited at Pan India .** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Darshan Gawas state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date: 06/06/23

THERMAX

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend -** During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

THERMAX

12. If the above terms and conditions are acceptable to you, please return the enclosed copy of this letter with your signature along with the documents / certificates as mentioned in Annexure-A.

We look forward to you joining the Thermax family.

Yours sincerely
For **Thermax Limited**

Jasmeet Bhatia
Chief Human Resources Officer

Encl.: Annexure A

I , Darshan Gawas state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature: _____

Date: 06/06/23

THERMAX

ANNEXURE A

Dear Darshan Gawas,

We would require one set of photocopy of all the following documents / information along with your acceptance of the appointment letter. (Please bring Original documents / certificates at the time of Joining for verification and validation).

1. Photocopies of all educational qualification certificates along with mark-sheets.
2. School Leaving Certificate / Birth Certificate
3. Two recent photographs (I Card / Stamp size)
4. Duly filled, signed and stamped Medical Examination Performa for Fitness
5. Two copies of PAN CARD. In case the PAN No is not allotted, then a copy of the acknowledgement for the application of PAN No
6. Two copies of AADHAR CARD. In case the Aadhar Card is not allotted, then a copy of the acknowledgement for the application of Aadhar Card
7. Address Proof (Valid Passport/ Latest Electricity Bill/ Aadhar Card)
8. You are requested to open an account with HDFC/ICICI/Axis/SBI Bank & submit the bank account details supported with a cancelled cheque for salary transfer

Note:
The above-mentioned information / documents / certificates should be submitted at the time of joining, without which we will not be in a position to process your stipend. However, if you have any difficulty in submitting the same, please contact your HR Business Partner in person.

Offer From Faurecia Automotive Seating (FAS), Chakan - Graduate Engineer Trainee | Lakshmi BAKSHI

3 messages

KHAIRE Bharati (external) <bharati.khaire@external.forvia.com> Tue, 21 Mar, 2023 at 12:39 pm
To: nirmalendubakshi64@gmail.com <nirmalendubakshi64@gmail.com>
Cc: SHASTRI Srishti <srishti.shastri@forvia.com>, PATIL Kamlesh <kamlesh.patil@forvia.com>

INTERNAL & PARTNERS

Dear Lakshmi,

We are pleased to offer you appointment as **Graduate Engineer Trainee** effective **1-June-2023** for a period of 12 months @ stipend of **₹ 25,000/- per month**. At the time of joining, the originals (for verification) as well as a copy each of the following documents is to be furnished :

1. Education certificate & mark sheet (as applicable) : Post Graduation, Graduation, HSC, SSC
2. Internship / Experience Letter / Relieving Letter from all the previous employers.
3. Salary Certificate from the previous two employers
4. Photo Identity Proof | DOB / Age Proof | PAN Card | Passport 1st & last page
5. Schengen Visa photograph (02 Nos, latest - not less than six month old)

You are required to appear for pre-employment medical check-up before joining. This offer is subject to your being certified medically fit by the medical practitioner at any given point of time of your employment.

Your Job Location will be at FAS - Chakan - Pune.

Please confirm through return mail to indicate your acceptance of this offer.

We look forward to welcoming you aboard for a long and mutually rewarding association

Thanking you,

Regards,

Bharati KHAIRE
Talent Acquisition Specialist

bharati.khaire@external.forvia.com

FAURECIA

Plot No. T-187, Pimpri Industrial Area (B.G. Block),

Bhosari Pune, Maharashtra, 411026
M +91 8956964751

This electronic transmission (and any attachments thereto) is intended solely for the use of the addressee(s). It may contain confidential or legally privileged information. If you are not the intended recipient of this message, you must delete it immediately and notify the sender. Any unauthorized use or disclosure of this message is strictly prohibited. Faurecia does not guarantee the integrity of this transmission and shall therefore never be liable if the message is altered or falsified nor for any virus, interception or damage to your system.

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nirmalendu bakshi <nirmalendubakshi64@gmail.com> Wed, 22 Mar, 2023 at 12:40 pm
To: KHAIRE Bharati (external) <bharati.khaire@external.forvia.com>

Respected mam ,

Thank you for offering me graduate engineering trainee position in Furecia. I am pleased to accept this offer and looking forward to starting my career with your company.

Your sincerely

Lakshmi bakshi
[Quoted text hidden]

---

nirmalendu bakshi <nirmalendubakshi64@gmail.com> Mon, 8 May, 2023 at 9:22 am
To: Ravindra.garad@forvia.com

[Quoted text hidden]

VYASMA ENGINEERING
Plot no. -7, Bhagyalakshmi Industrial Hub, Behind Bharti Vidyapith School
Shindewadi, Tal- Bhor, Dist, Pune, Maharashtra 412205
: +91 8600644694 : vyasmaengineering@gmail.com : www.vyasmaengineering.com

Date : 16/02/2023

Mr. Dyanesh Vilas Joshi
AT. Post: Karkamb, Tal: Pandharpur
Dist: Solapur.

We are pleased to offer you employment at **Vyasma Engineering.** We feel that your skills and background will be valuable assets to our team. I believe that your talents will not only benefit **Vyasma Engineering**, but also that our mutual relationship will assist you in reaching your personal and professional goals. Per our discussion, the position is **Executive Engineer**. Your starting date will be **01 Jun 2023**.

Your compensation will be Rs.3,24,000/- per annum (CTC). Your compensation will also exclude Insurance (if applicable), Casual, Sick and Privilege leave and other benefits as per **Vyasma Engineering**.

I am anticipating that you will accept this offer by 19.02.2023. Upon joining you will be required to sign an "Employment Agreement". You will also be required to submit the following documents on the date of your reporting:

a. Higher Education Certificate.
b. Copy of PAN Card
c. Copy of Aadhar card

d. Copy of address proof

e. Two passport-sized photographs.

Mr.Dyanesh Vilas Joshi, I am eagerly looking forward to having you join our team. I accept this action as outlined above and confirm.

Date: 16.02.2023 Place: Pune

Signature:

Vyasma Engineering **Name:** Dyanesh Vilas Joshi

Annexure to the offer letter dated 16/02/2023 Of the Mr. Dyanesh Joshi for position of **Executive Engineer** at Shindewadi, Pune.

COMPENSATION LETTER			
The Employee shall be entitled to receive compensation following the terms outlined in this Compensation Letter for all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions outlined in this Agreement			
Vyasma Engineering			
CTC Breakup (With PF)			
Name Of Employee:	Dyanesh Vilas Joshi		
Designation	Executive Engineer		
Date of Joining :	01.06.2023		
Sr. No.	**Particulars**	**Amount (Monthly)**	**Amount (Yearly)**
1	Basic Salary	13,500	1,62,000
2	House Rent Allowance	6,750	81,000
3	Travelling Allowance	3,000	36,000
5	Special allowance	3,750	45,000
Monthly Gross		**27,000**	
Annual Gross			**3,24,000**
Total Deduction	**Company Contribution(PF)**	**1,800**	**21,600**
	Employee Contribution(PF)	**1,800**	**21,600**
	Professional Tax	200	2,400
Net Pay		**23,200**	**2,78,400**

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057, India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

HR/OFL/3/2/2023/18

CONFIDENTIAL

March 02, 2023

Mr Pritam Taksal
A/P Kesapur, Tal Rahuri
7218128717

Subject: Offer of Employment

Dear **Pritam**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 03, 2023**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge to** complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Akangi Sharma** (on Email ID: **akangi.sharma@neilsoft.com / Tel:- 8975385100**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Priya Damle
Chief Human Resources Officer

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

Neilsoft

ANNEXURE A

Worksheet On Emoluments Of	Pritam Taksal
Date Of Joining	July 03, 2023
Designation	Graduate Engineer Trainee
Department / Division	
Location	Pune
Gender	M
Gross Salary (p.a.)	300,000

Compensation Components	**Monthly (Rs.)**
A. Basic & Allowances	
Basic	6,250
House Rent Allowance	2,500
City Compensatory Allowance	938
Attire / Uniform Allowance	1,000
Conveyance Allowance	5,000
Other Allowance	7,210
Sub Total A	22,898
B. Other Benefits	
Leave Travel Allowance (Paid Annually)	-
Medical Allowance (Paid Quarterly)	-
Provident Fund (Employer Contribution)	1800
Gratuity (As Per Act)	302
Sub Total B	2102
Total Gross Monthly (A+B)	25,000

Chief Human Resources Officer

Signature of the Associate

Note:

- The above compensation structure may be changed by the Company at its sole discretion from time to time

ANNEXURE B

TERMS AND CONDITIONS

1. You are expected to work from our offices at Hinjewadi above. For business reasons, you may be transferred or seconded or deputed to any of the Company's other offices, subsidiaries or affiliates in India or abroad. The Company may vary these terms and conditions and your compensation in the event of such transfer, secondment or deputation.

2. You will be on probation for the initial 12 months (inclusive of the period mentioned at para 3 of the offer letter above) after your date of joining. Your services shall be confirmed after successful completion of the training period and your performance evaluation.

3. You may be required to work in shift system as per requirements of your job position.

4. Your appointment is subject to your being declared medically fit by a registered practitioner / hospital nominated by us.

5. The working day shall comprise of nine working hours and a lunch break for half an hour, normal working hours is between 9:00am to 6:00pm from Monday through Friday.

6. You will use your best efforts in the performance of employment duties assigned to you from time to time and shall, at all times, act in good faith and in the best interests of the Company. While in the service of the Company you shall not, without the express written permission of your reporting manager and HR, undertake or concern yourself, directly or indirectly, with any other, paid or unpaid, business or work or assignment, whether part time or full time.

7. You may be required to travel in connection with the Company's business. You will be eligible for reimbursement of reasonable business expenses incurred in this connection and other allowances according to the Company's then prevailing policy pertaining to such travel.

8. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time. In the event of any conflict between the terms of your offer letter (including any Annexure thereto and any policy, rules, regulations or procedures of the Company, the terms of the latter shall prevail.

9. **Termination by the Company** – Your services may be terminated by the Company without notice for any of the following :

   a) Your breach of any of these terms or any other agreement signed by you with the Company, or
   b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
   c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process, or
   d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
   e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
   f) Your failure to comply with the instructions specified in Schedule 1 hereto, or
   g) Your Unauthorized absence from work; or
   h) Your insubordination; or
   i) Your misconduct

Termination by Employee – You will have to serve a notice period of 90 days should you wish to resign from the services of the Company .

Joining Expenses - If an associate leaves the company before completing one year of service, any joining related expenses incurred by the company (for relocation, initial accommodation, etc.) shall need to be repaid to the company.

10. You are expected to serve the full notice period in order to complete the transition of your duties to an employee identified by the Company. Failure to provide such notice or to serve the entire notice period shall make you liable to pay the Company liquidated damages equivalent to the gross salary for the shortfall in such notice period.

11. Without prejudice to the other rights that the Company may have under these terms, the Company may, in its sole discretion, suspend payment of the whole or part of your salary in the event of your failing to comply with the instructions specified in Schedule 1 hereto.

12. You will be required to sign a Confidentiality and IPR Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your employment.

13. Any tax liability arising out of your salary / allowances / benefits shall be borne by you. The Company may deduct such tax liability or any amounts owed by you to the Company from your salary or from any other amounts payable by the Company to you.

14. If you have to undergo any specialized training arranged by the Company, you shall execute a training agreement, if the Company so requires.

15. Without prejudice to other rights available to the Company under these terms or any other agreement executed by you, you will reimburse the Company for all losses, damages, claims or demands (including the costs, expenses and reasonable attorney's fees on account thereof) arising out of your breach of any of these terms or any other agreement executed by you with the Company or arising out of your gross negligence or refusal to perform your duties. You shall also reimburse the Company, any amounts paid to you that are not part of the compensation described in Annexure A or the Company's standard benefits published on the Company's intranet, if you resign from the Company or your services are terminated by the Company for Cause within 12 months from the date of your joining.

16. The validity, construction, interpretation and performance of these terms shall be governed by Indian Laws. Any dispute arising out of these terms shall be subject to the exclusive jurisdiction of courts in Pune, India.

Schedule 1 to Annexure B

It is mandatory that you submit the following documents on the date of joining; In case you do not submit any of documents mentioned in a), b), c), d) and e) then your salary will be put on hold from next month & will be disbursed after providing of all the documents.

a) Photocopies of all educational certificates (from SSC onwards) and mark sheets (including all semesters).
b) Photocopies of service certificates from all the previous employers
c) Photocopy of Last pay slip / salary certificate
d) Tax Calculation Sheet / Form 16 from previous employers of current Financial Year.
e) Photo copy of PAN Card or if applied for PAN card, the Temporary PAN number i.e. PAN application number.
f) UAN (Universal Account Number) from previous employer (Applicable, If associate was member of PF)

Please bring the originals of the documents specified under a), b), c), d) and e) above, for verification.

You are also requested to carry the following with you on the date of joining:

a) Four passport size color photographs with white background.
b) A photocopy of the information pages of your passport
c) A photo copy of address proof (Permanent & Temporary)

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057 India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

Date: March 02, 2023

To,
Express clinic
Ground Floor, B1 Building,
Cerebrum IT Park, Behind Marigold Society,
Kalyani Nagar, Pune 411014
Phone : 020 - 41302272/ 73

Subject: Pre-employment Medical Checkup

Dear Sir / Madam,

As per our arrangement with you, we are sending **Mr Pritam Taksal** for medical checkup. Kindly conduct the following Medical Checkups and arrange to send the reports to us.

- CBC
- Blood Group
- Cholesterol
- Glycosylated Hemoglobin (HbA1c)
- X ray chest PA
- Physical Examination
- Vision Test-Near, Far & color
- Health report

Kindly collect your charges of Rs. 800/- (Rupees Eight Hundred Only) directly from the individual.

Thanking you.
Yours truly,

For Neilsoft,

Priya Damle
Chief Human Resources Officer

Please note:

Timing: From Monday to Saturday between - 8.00 am to 7.30 pm, Sunday Closed. 12 Hours fasting is compulsory before checkup

Other Centers :

Chinchwad	Shop no 18/19/20, L3 Building, Empire Estate, Chinchwad, Phone : 020 –46770239
Magarpatta	S-10, 2nd Floor, Destination center, Magarpatta, Hadapsar, Pune – 411013
Pimple Saudagar	Shop No-205, 2nd Floor, Rainbow Plaza,Near Shivar Garden Chowk, Pimple Saudagar, Pune – 411057 Phone : 020 – 46781915
Kalyani Nagar	Ground Floor, B1 building, Cerebrum IT Part, Kalyani Nagar, Pune : 411014
Viman Nagar	Row house no - 2, Plot no - 88, Wing - F, Nitron Landmark, Viman nagar, Pune - 411014
Kothrud	Jehangir Sepciality Hospital – Kothrud , 46/2B/2, Paud Road, Kothrud Pune 411038 Tel : 020-25431758, 25431362 Mob : 9766871614

Click on download to view your Letter of Intent Download

Job Description | Hiring Workflow | Eligibility Criteria | A

Opening Overview

Category:	IT Companies
Job Functions:	Information Technology
Job Profile CTC:	₹ 400000 per Annum
Other Info :	GenC Elevate - 4 LPA + Skill Bonus GenC - 4LPA

Job Description

Job Description:Understand business requirements, raise clarifications, create understanding documents. Ensures complete comprehension of the requirement by clarifying questions and aligns oneself to it.Understand the Agile application development environment, deliverables due and follow the cycleProvide inputs to create low level design for multiple componentsDevelop, maintain, test, debug and deploy code as per the requireme ... **Show More**

Required Skills

ServiceNow, Cyber Security, Dot Net C#, Developer, Digital Marketing, ERP/CRM, Quality Engineering, IT Infrastructure, Generation Y, Application Development, Engineering, Skills, Develops, Understanding, Infrastructure, Agile, Foundation, Development Finance, Developments, Testing, Salesforce, Java, Qualify, Experiences, Internet of Things, NextGen, Maintainance, Services, Generation, Cloud, Data Analysis, Data Analytics

Additional Information

Attached Documents

Students Connect - Camp...
PDF File

Download

Chem 22-23
1

cognizant

Letter of Intent (LOI)

4 (4)

Superset ID: 3390997

Date: November 25, 2022

Dear BHAVESH VISHAL PATIL,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

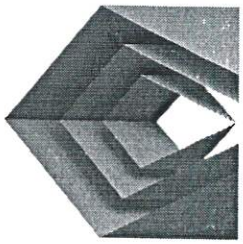
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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Dear Team,

Greetings from Thermax!!

We are pleased to inform you that the following students from your institution, who appeared for the PI today and have been selected .

We will share the offer letters shortly with students.

- Mrunmayee Mohan Ashtikar

We take this opportunity to Congratulate you on the success of your students and for the opportunity given to us to come for the campus placement.

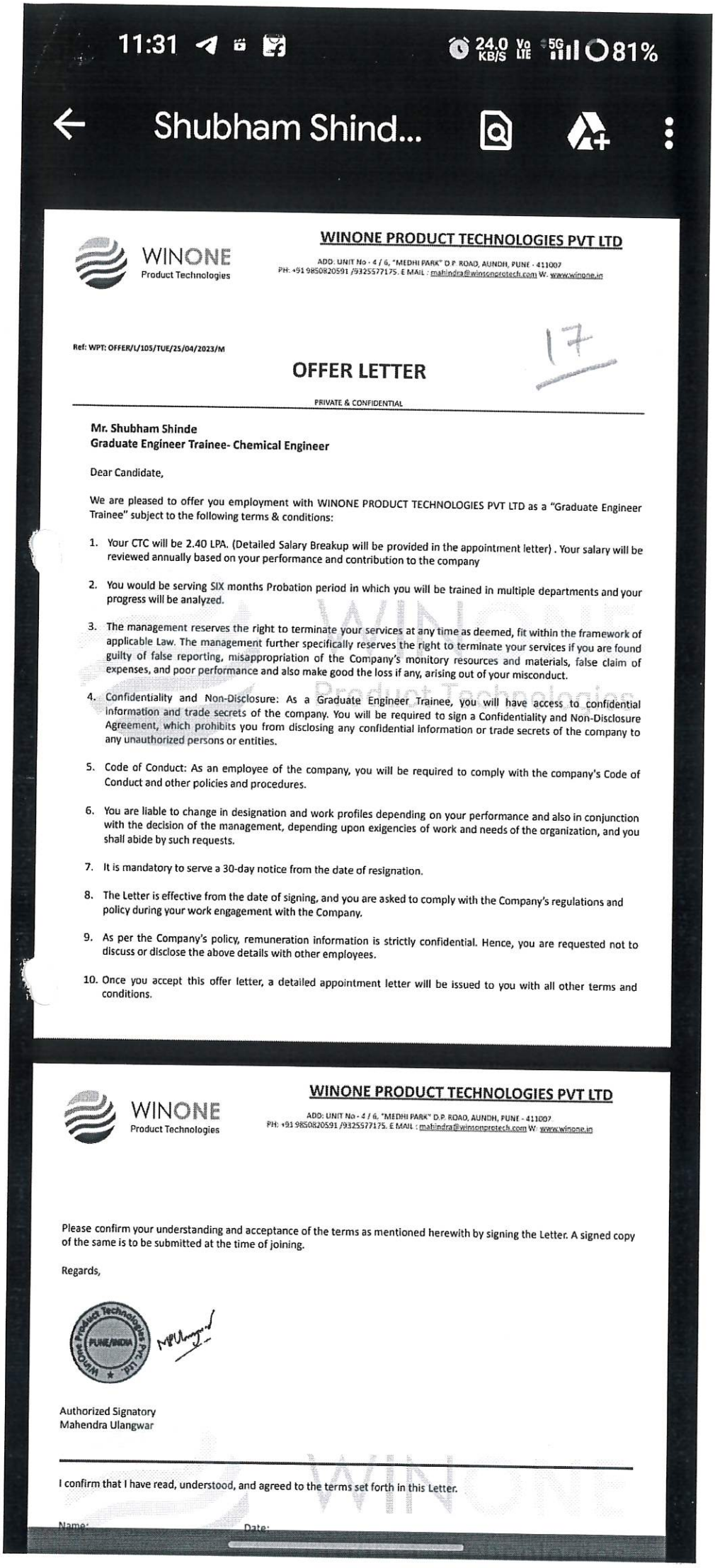
Note – As we are Banking on these students we would not hire anyone else at their place, may we get an assurance from you that they are ready to join us and would not be allowed to sit for an interview with other colleges. Looking forward for your positive reply.

PRIYA CHITTE

Associate - Campus
Human Resources

THERMAX

Chem 22-23
326



WINONE
Product Technologies

WINONE PRODUCT TECHNOLOGIES PVT LTD

ADD: UNIT No - 4 / 6, "MEDHI PARK" D.P. ROAD, AUNDH, PUNE - 411007
PH: +91 9850820591 /9325577175. E MAIL : mahindra@winonprotech.com W: www.winone.in

Ref: WPT: OFFER/L/105/TUE/25/04/2023/M

17

OFFER LETTER

PRIVATE & CONFIDENTIAL

Mr. Shubham Shinde
Graduate Engineer Trainee- Chemical Engineer

Dear Candidate,

We are pleased to offer you employment with WINONE PRODUCT TECHNOLOGIES PVT LTD as a "Graduate Engineer Trainee" subject to the following terms & conditions:

1. Your CTC will be 2.40 LPA. (Detailed Salary Breakup will be provided in the appointment letter) . Your salary will be reviewed annually based on your performance and contribution to the company
2. You would be serving SIX months Probation period in which you will be trained in multiple departments and your progress will be analyzed.
3. The management reserves the right to terminate your services at any time as deemed, fit within the framework of applicable Law. The management further specifically reserves the right to terminate your services if you are found guilty of false reporting, misappropriation of the Company's monitory resources and materials, false claim of expenses, and poor performance and also make good the loss if any, arising out of your misconduct.
4. Confidentiality and Non-Disclosure: As a Graduate Engineer Trainee, you will have access to confidential information and trade secrets of the company. You will be required to sign a Confidentiality and Non-Disclosure Agreement, which prohibits you from disclosing any confidential information or trade secrets of the company to any unauthorized persons or entities.
5. Code of Conduct: As an employee of the company, you will be required to comply with the company's Code of Conduct and other policies and procedures.
6. You are liable to change in designation and work profiles depending on your performance and also in conjunction with the decision of the management, depending upon exigencies of work and needs of the organization, and you shall abide by such requests.
7. It is mandatory to serve a 30-day notice from the date of resignation.
8. The Letter is effective from the date of signing, and you are asked to comply with the Company's regulations and policy during your work engagement with the Company.
9. As per the Company's policy, remuneration information is strictly confidential. Hence, you are requested not to discuss or disclose the above details with other employees.
10. Once you accept this offer letter, a detailed appointment letter will be issued to you with all other terms and conditions.

WINONE
Product Technologies

WINONE PRODUCT TECHNOLOGIES PVT LTD

ADD: UNIT No - 4 / 6, "MEDHI PARK" D.P. ROAD, AUNDH, PUNE - 411007
PH: +91 9850820591 /9325577175. E MAIL : mahindra@winonprotech.com W: www.winone.in

Please confirm your understanding and acceptance of the terms as mentioned herewith by signing the Letter. A signed copy of the same is to be submitted at the time of joining.

Regards,

WINONE Product Technologies PVT. LTD. PUNE/INDIA

Authorized Signatory
Mahendra Ulangwar

I confirm that I have read, understood, and agreed to the terms set forth in this Letter.

Name: Date:

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Letter of Intent (LOI)

50

Superset ID: 3207671

Date: November 25, 2022

Dear ADITYA RAJESH KADAM,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

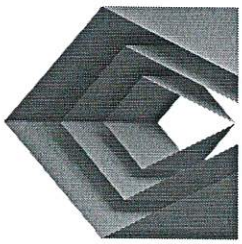
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



LTI
Let's Solve

2022-23
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Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Bhushan Mahajan

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Bhushan Mahajan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.ltinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTI will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

    - Failing to meet the qualification criteria during the Training Program assessments
    - Unauthorized absence during the Training Program
    - Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

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

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

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

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in **'Annexure-3'.**

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

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

Yours faithfully,

For LTI Ltd.

Thiagu Dharmalingam
Senior Manager -Talent Acquisition

I have read the letter and accept the same.

Signature and Date

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ANNEXURE-1

	Eligibility Criteria for Engineering - Year 2023 Batch	
Qualification:	B.E./B.Tech.	M.E./M.Tech/MCA/M.SC
Branches:	All Branches	M.E./M.Tech(All branches) | MCA, M.Sc (five-year integrated CS/IT)
Age Criteria: As on 1st July of Passing year (2023)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma which should not be more than 2 years. **No Year drop allowed.**	
SSC, HSC Percentages/CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Diploma/Graduation Percentage/CGPA :	Aggregate of 60% & Above OR Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • 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, Post Graduation)	• **No active/live backlogs allowed at the time of the interview process** • All backlogs (if any) must be cleared with the final semester exams • 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)	
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	(2023) SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at the time of joining, which needs to be verfied by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology & communication tracks assigned for training are purely subjected to the business requirements. Non-performance during technical & communication trainings/on the job phase is subjected to separation from the organization	
Flexibility:	Should be flexible to work in any technology/work-shift/domain and work from any development center/partner premise/customer location as per business needs	
Cooling Period:	Should NOT have appeared for any LTI interview process anywhere in the past 6 months from the date of my interview process.(If found so, LTI may take immediate action and cancel the candidature at ANY stage)	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

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Self-Declaration:

1. You should meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. LTI may take immediate action at any time during or after the Interview/Selection/Joining if found hiding any information/involved in any sort of malpractices/producing incorrect information or not meeting all the criteria mentioned above.

3. This recruitment process is completely free of cost.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____

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ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.

B. Non-Disclosure Agreement.

C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

1. Proof of age.
2. SSC/HSC or equivalent examination mark sheets.
3. Diploma / Degree mark sheets for all the Semesters/Years.
4. Passport first & last page.
5. Four wheeler Driving License.
6. Pan card.
7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

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ANNEXURE-3

Name : Bhushan Mahajan Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	**3598**
Cost to Company (CTC)	**406367**	**33863**

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

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Comp 22-23

Equations Work IT Services Pvt. Ltd.

equations work

Welcome On Board		
Employee Full Name	Deven Waykar	
Current Designation	Trainee software engineer	
Employee DOB	25/11/2001	
Marital Status	Single	
Anniversary Date	-	
Local Address	Plot no.18, shriram housing society, Shankarnagar , Kharadi , Pune	
Permanent Address	Plot no.18, shriram housing society, Shankarnagar , Kharadi , Pune	
Qualification	B.E computer science (pursuing)	
Earlier Experience (In years/months)	0	
Email Id	devenwaykar@gmail.com	
Personal Contact No.	+91 7559391805	
Emergency Contact Name	Vaishali waykar	
Emergency Contact No.	+91 8551888899	
Blood Group	A+	
Passport No.		Issue Date :
		Expiry Date :
PAN No.	AHGPW0690M	
Aadhar No.	886734296521	
Bank Account No.	9479930000047	
IFSC Code	YESB0000947	
Branch Name	Kharadi	
Hobbies	Travel, Food, Reading, Games	
Strengths	Communication, time management, fast learner,	
Weakness	Public speaking	
Additional Skills	Technical : python, linux, machine learning, cybersecurity	
	Non-Technical :	

To Fill By HR	
Date of Joining	
EQW Employee Id	
Mediclaim No.	
PF UAN No. (EQW)	

Documents official

2 items 1 item selected 1.94 MB Available on this device

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EXCELR
Raising Excellence

Offer Letter

Dear Deepesh Shah, Issued on: 02nd May 2023

We are pleased to inform you that you have been selected for Free Training & Placements. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email:

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:
Full Stack Developer | Front End | Back End
Job Location : PAN India
Job Description

Job Profile:	Full Stack Developer | Front End Developer | Back End Developer
Position:	Developer
Location:	PAN India
Duration:	5 months of training and 100% Placement Assistance
Package*:	2.8LPA to 6LPA

Best Regards,

EXCELR SOLUTIONS EXCELLENCE

Shyam Narayan
Director

*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance

Received

ExcelR Solution
49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com

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cognizant

Letter of Intent (LOI)

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Superset ID: 3330184

Date: November 25, 2022

Dear GURSHAN SINGH,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and Incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

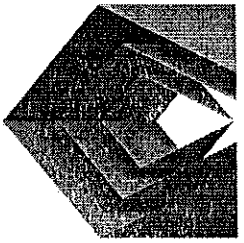
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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LTI
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Date: November 10, 2022
Ref: LTI/HR/EN9/Campus/2023
74
Name: Harsh Khandelwal
College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Harsh Khandelwal,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

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ANNEXURE-3

Name : Harsh Khandelwal Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**406367**	33863

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

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Date: November 10, 2022

Ref: LTI/HR/EN3/Campus/2023

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Name: Harsh Tiwari

College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Harsh Tiwari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

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ANNEXURE-3

Name : Harsh Tiwari Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	264180	22015
Bonus	21000	1750
Base Salary (p.a.)	**465180**	**38765**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**465180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	3598
Cost to Company (CTC)	**508367**	42363

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

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Date: November 10, 2022
Ref: LTI/HR/EN6/Campus/2023
Name: Laxmi Panch
College: AISSMS COE

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Laxmi Panch,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 35000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

LTI
Let's Solve

ANNEXURE-3

Name : Laxmi Panch Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	252012	21001
Bouquet of Benefits	351048	29254
Bonus	0	0
Base Salary (p.a.)	**603060**	**50255**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TC(p.a.)	**603060**	
PF	30241	2520
Gratuity	12122	1010
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**55292**	4607
Cost to Company (CTC)	**658352**	54862

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

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Letter of Intent (LOI)

80

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Superset ID: 3277686

Date: November 25, 2022

Dear MOHIT SUNIL SARODE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

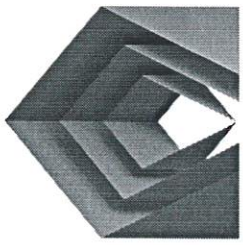
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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56.

Letter of Intent (LOI)

Superset ID: 3205997

86

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Date: November 25, 2022

Dear POURNIMA VIJAY BOROLE,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC Elevate role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** You are also eligible for a One-time Skill Bonus* of **INR 25,000/-**.The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

One-time Skill Bonus will be based on the technical competency demonstrated thru skill-based assessment, Interview and full-time Internship / Cognizant identified training programs.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

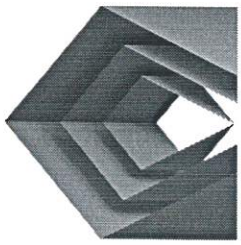
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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EMERSON

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

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23-Jan-23

Mr. Pranav Jadhav
Flat no.9,sunita park, left bhusari colony,
kothrud, Pune,411038

Dear Mr. Jadhav,

With reference to your application and the interview you had with us, we would be willing to appoint you as a **"Graduate Engineer Trainee"** for a One year period.

You will be required to take up the assignment with us latest by 3-July-2023. The date of joining mentioned here is of indicative nature and can be preponed or postponed depending upon the business exigencies

Your remuneration, inclusive of all benefits and targeted Performance Incentive works out to be Rs. **802358/-** per annum. Please refer the Annexure for the details. Company shall deduct TDS from this amount in accordance with applicable income tax rules. Your appointment is subject to you being declared fit in the Medical test post joining.
Depending upon your performance, company will be willing to extend your services further and take you as a regular employee at the end of one-year period.

This offer letter is subject to your passing Semester VI, VII & VIII of **BE (Computer)** successfully and your clear intent to serve our organization on a long term basis as has been confirmed by you during above interview. You are also required to submit your mark sheet for Semester VI, VII & VIII upon declaration of results of respective semesters. We expect that you would make every effort to ensure academic excellence by way of securing atleast 1st class in the remaining 2 semesters.

A detailed letter shall be issued by us upon taking up the assignment.

This letter is being issued in duplicate and you are requested to please sign the 2nd copy as a token of your acceptance and returning back to us.

For Emerson Export Engineering Centre

Ajay Savargaonkar
Sr. Director-EEEC

Accepted:

I agree and confirm that I will comply with all the above rules and also confirm my long term association with the company for the period mentioned.

(Pranav Jadhav)

Emerson Export Engineering Centre
Emerson Tower, Matrix Complex,
Near College of Engineering Pune
Shivajinagar, Old Mumbai-Pune Highway
Pune - 411 005, India
Tel : +91 (20) 67047000, 67047001
Fax : +91 (20) 67047998, 67047999

Annexure

Name	Designation & Grade	Date of Joining
Pranav Jadhav	Graduate Engineer Trainee	3-Jul-23

Detailed breakup of Cost To Company

Sr. No	Salary Components	Amount/Annum	Amount/month	Remark
1	Basic	351,625.00	29,302.00	
2	HRA	140,650.00	11,721.00	
3	Conveyance	70,325.00	5,860.00	
4	LTA	29,302.00	2,442.00	Paid monthly. Tax exemption upon submission of Travel bills/ receipts
5	Medical Allowance	15,000.00	1,250.00	
6	Supplementary Allowance	65,354.00	5,446.00	
	Gross Salary	672,256.00	56,021.00	
7	Company's Contribution to PF	42,195.00	3,516.00	
8	Company's Contribution to Gratuity	10,549.00	879.00	
9	Fixed CTC	725,000.00		
10	**Targeted Performance linked Variable Pay @ Performance factor 1**	**77,358.00**		Subject to evaluation of performance. This is at centre point.This includes the statutory bonus if applicable
	Total CTC	802,358.00		

Other Benefits	
Group Mediclaim Insurance	3,00,000/- per family
Group Personal Accident Insurance	As per company norms
Group Life Term Insurance	2 times of annual fixed CTC

For Emerson Export Engineering Centre, Pune

Ajay Savargaonkar
Sr.Director-EEEC

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QUALITYKIOSK
TECHNOLOGIES

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Date: 13-03-2023

Name: Pratik Vinod Jagtap

Contact Number: 9373345328

Email Id: npratikjagtap2704@gmail.com

Current Address: Kondhwa Budruk, Pune-411048

Permanent Address: Kondhwa Budruk, Pune-411SS048

Department: _____

Location: _____

Dear Candidate,

In response to your application and subsequent interviews, we are pleased to offer you the post of **Digital Quality Engineer (Grade: A3)** in our organization. Remuneration details are given in Annexure - 1 to this letter.

At the time of joining you will be expected to enter into an Agreement for a period of 24 months, which will provide details on the scope, terms and conditions of your employment, the necessary trainings and contractual obligations to be with QualityKiosk Technologies Pvt. Ltd.

The onboarding shall be at QualityKiosk Technologies Pvt. Ltd.'s Mumbai office on the day of your

QUALITYKIOSK
TECHNOLOGIES

joining. Hence, request you to be available at office premises on the day of joining.

As a part of the onboarding process you will be required to undergo training / assessment with the Company for a duration of 3 (three) months. If in case you fail to qualify the said training / assessment, the Company without prejudice shall have the right to terminate your employment as per the terms of your Appointment Letter.

QualityKiosk Technologies Pvt. Ltd. reserves the right to depute/transfer/assign you at any of the company's branch offices, customer location in India or abroad and you shall be fully flexible and co-operate to deliver values to all engagements. Your job shall/might involve travel locally to client place or within India.

This offer letter stands valid subject to: (a) successful completion of your background verification and Reference Check. (b) You joining the company on the above mentioned joining date and successfully completing the joining formalities which also includes your acceptance to QualityKiosk Technologies Pvt. Ltd. employment terms and conditions.

Please return one copy of this letter duly signed by you to signify your acceptance to this Intent Letter.
We look forward to your fruitful association and a successful career with the company.

For QualityKiosk Technologies Pvt. Ltd
Veena D'silva
Head – Talent Acquisition

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Annexure -1

Annual Cost To Company (CTC)		
Name	**Pratik Vinod Jagtap**	
Grade	**A-3**	
Designation	**Digital Quality Engineer**	
Component Category	**Monthly**	**Annual**
Basic	**11,632**	**1,39,584**
House Rent Allowance	5,316	63,792
Flexible Benefits Package (N1)	890	10,680
Special Allowance	1,092	13,104
Advance Bonus	1,060	12,724
[A] Gross Earnings	**19,990**	**2,39,884**
Company's Contribution to PF	1,634	19,605
Company's Contribution to ESIC	650	7,797
Medical and GPA Premium		1,000
Gratuity Provision		6,714
[B] Benefits (N2)		**35,116**
[C] Fixed Cost To Company (CTC) [A+B]		**2,75,000**

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TECHNOLOGIES

Notes:

. [N1]: Components to be declared once a year. These components are fully exempted from tax (as per current Income Tax rules), subject to reimbursement of bills as per below limits. The balance amount will be treated as Special Allowance and will be taxable.

Component	Monthly Amount (INR)
Communication & Internet Reimbursements	5,000
Child Education & Hostel Expenditure Allowance	800
Books & Periodicals Reimbursement	5,000
Education Allowance	10% of Basic
Vehicle Maintenance & Fuel Reimbursement	1,800
Food Allowance	2,200

- [N2]: PF, ESIC and Gratuity as per respective Acts and Insurance coverage as per Company policy.
- Salary components will be subject to taxes and statutory deductions as per prevailing government rules.
- The compensation includes travel expenses to QK office and client locations within your base city area.
- Your Compensation package is strictly confidential (between the Company and the candidate/employee) and no part of it shall be liable for disclosure to any third party without the Company's prior and formal consent.

I agree and accept this job offer indicated in this offer letter and the annexures to this offer letter.
I will report for duty on the above-mentioned joining date.

Date: 14-03-2023

Signature:

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02/12/2022

Rajas Uchagaonkar,

Dear Rajas,

Contract of Employment-
Chainscore Consolidated Support Services (India) Private Limited - Tech Unit ("Chainscore ") is pleased to offer you employment on the terms and conditions set out below.

After your discussion with Chainscore 's appointed consultants, the finalized breakdown of your cost-to-company ("CTC") will be presented in a separate attachment called "CTC Structure", which will then supplement and form part of the agreement constituted by your acceptance of the aforesaid terms and conditions ("Agreement"). Please refer to schedule B for further details.

ıe terms of the Agreement, including your CTC, are strictly confidential and you shall not divulge the same to any other employee except where quired by Chainscore .

Commencement Date-
12/06/2023

Position-
New Grad - Customer Relationship and Marketing Manager.

Reporting to-
Prasad Kumkar, CEO Chainscore Private Limited

Working for-
Chainscore

Training-
Upon commencing employment, you will be required to undergo certain internal training programs. These programs will consist of classroom training, online courses, or a combination of both. The duration of the training is based on business requirements. After successful completion of the training, you will begin working at the Chainscore Private Limited, Westport Baner, Pune.

Place of Work-
`ou will be based in Chainscore 's offices in Pune, India, but Chainscore may require you to work at alternative locations according to business quirements for the performance of your duties.

Reference-
Your employment with Chainscore is subject to our obtaining of satisfactory references for which we will be engaging our pre-employment screening agent to conduct background checks. Your retention with Chainscore will be subject to your continued medical fitness. You shall be responsible to update Chainscore on inter alia; any change in status with regard to your marital status, address, telephone number or achievement of additional / professional qualifications and you may 3rd Floor, Westport Baner, Pune, 411045, India. hello@chainscore.com , +91-2041297978.
You are required to work such hours and at such times as are necessary to efficiently and effectively carry out your job role as defined by Chainscore . Your working hours include the hours from 9.00 a.m. to 6.00 p.m. period. Your monthly salary will be paid on the last business day of each month. The payment of your salary is subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time. maximum bonus opportunity up to 20% of your salary based upon your and Chainscore 's performance subiect to be required to fumish relevant documentary evidence, wherever applicable, in support of such changes.

Duties-
Given the fluid nature of the environment and consequent business needs, your designation, position and duties may be changed at Chainscore 's discretion.Chainscore may also transfer you to any other company virtue of any corporate restructuring, merger or takeover, by / of Chainscore . Y

Chainscore Private Limited
3rd Floor,Westport Baner Pune
411045,India
hello@chainscore.com
+91-2041297978

SCHEDULE B

Annual Salary -	INR 1,600,000.00
PF Contribution (Company Contribution)** -	INR 84,000.00
Gratuity** -	INR 33,600.00
On-Target VIP (Bonus)** -	INR 140,000.00
Total Target Compensation -	INR 1,857.600.00

*Annual salary is broken into following items:
a) Basic Pay -50% of annual salary
b) House Rent Allowance - 25% of annual salary
c) Medical Reimbursement - Up to INR 15,000 per annum
d) Car Running & Maintenance Reimbursement - Up to INR 3,300 per month.
e) Internet & Telephone Reimbursement - Up to INR 1,200 per month
Leave Travel Allowance - Up to INR 75,000 per annum
Special Allowance - Residual value after deducting a sum of "a" to "f" from annual salary

These are estimates. Actual contribution would be in accordance with the rules applicable

Internet Allowance-
Reimbursement of up to INR 1,200 per month towards the cost of one home internet connection is allowed. To be eligible for reimbursement, the connection has to be in your name.

Car Allowance-
Reimbursement of up to INR 3,300 towards the cost of running & maintenance of employee owned car which is being used, partly for private purposes and partly for official purposes (including commuting to & from office and home). To be eligible for reimbursement, the car has to be in employee's name.

RELOCATION EXPENSE AGREEMENT-
I, Rajas Uchagaonkar, understand that Chainscore, as part of its offer of employment/transfer, has agreed to pay reasonable travel and relocation expenses subject to the conditions set forth in Chainscore's relocation policy.

In consideration of this payment, hereby agree that will reimburse Chainscore according to the formula below, if within one year of transfer, any of the following occur: I voluntarily terminate my employment, am terminated involuntarily for cause as determined by applicable law and/or my employment agreement. For purposes of this Agreement, "Cause" shall mean any of the following:
failure to materially comply with any lawful instruction of the Company or any Company policy;
acts of dishonesty, incompetence, willful misconduct, habitual unexcused absence from work, failure to perform duties or otherwise meet the Company's performance expectations and/or standards;
3. to the extent permitted by applicable law, the commission of any act which constitutes a conflict of interest with the Company, or a breach of fiduciary duty owed by the Employee to the Company;
4. to the extent permitted by applicable law, any criminal conviction (other than for minor traffic violations or similar offenses), whether or not the alleged act that led to such conviction was committed in the course of performing duties for the Company.
(12 minus the # of months worked) x (total expenses divided by 12) = amount of reimbursement to Chainscore.

I further authorize Chainscore to deduct this amount from my salary payments or other moneys due me prior to or at the date of termination. Should these salary payments or other moneys be insufficient to reimburse Chainscore fully, agree to pay the difference within fifteen (15) calendar days of my final day of employment with Chainscore.

Signature: _____. Date: _____

Rajas Uchagaonkar

Chainscore Private Limited
3rd Floor,Westport Baner Pune
411045,India
hello@chainscore.com
+91-2041297978

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HEXAWARE

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Letter of Intent

September 12, 2022
ROY SAGNIK
AISSMS College of Engineering, Pune

Dear ROY SAGNIK,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

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Gmail

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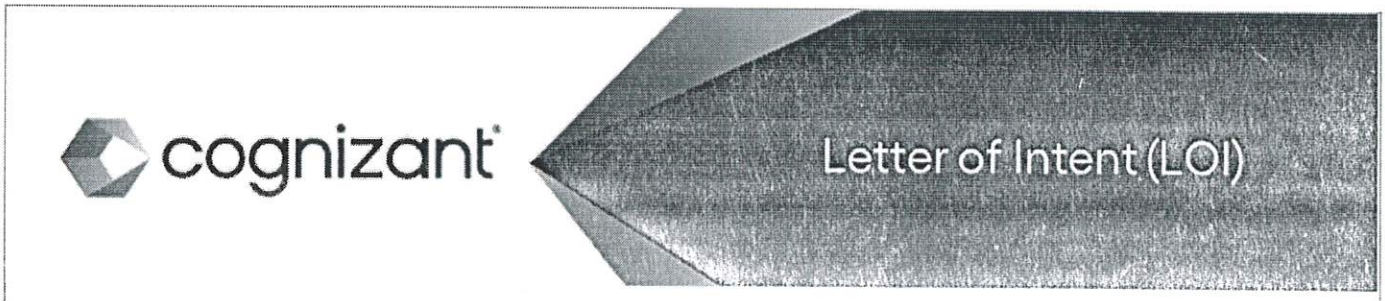
RUSHIKESH SURYAWANSHI <rushikesh7555@gmail.com>

[URGENT] Action required for your application in Cognizant | Letter Of Intent

Cognizant via Superset <notifications@email.joinsuperset.com> Fri, Nov 25, 2022 at 8:33 PM
To: rushikesh7555@gmail.com



Dear RUSHIKESH BHATU SURYAWANSHI,

Greetings from Cognizant!

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.

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent. Once you accept the Letter of Intent you will be taken to the Internship Survey where you will have the option to nominate for Internship. Please complete this within the below mentioned deadline.

LOI Acceptance Deadline: Dec 02, 2022 06:00 PM IST

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Go to Offer Page Or kindly follow the below steps to accept the offer:

1. **Log in** to your Superset account on app.joinsuperset.com
2. Go to **Job Profiles** tab
3. Filter on **Offered** jobs or search the job profile you received an offer in
4. Click on the **job profile name** to navigate to job profile details
5. Click on **Accept Offer**

Important:

- All communications from registration till Letter of Intent (LOI) will be sent to candidate's Superset registered mail address (which is used to login to Superset)
- Upon LOI acceptance, all the Offer to Onboarding communication from Cognizant will be sent only to your personal email ID given at the time of registration. Any changes to the email ID done post registration will not be considered

Kindly self-resolve most of your LOI queries using the FAQs in this link. If it's still unresolved, then raise a request by clicking "Raise a Query" button in the below link. Please use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

https://campus2cognizant.cognizant.com/Pages/Prelogin

Regards,

Human Resources - GenC

Comp - 22-23
S7

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

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November 10, 2022

Shruti Vishnu
B-Wing, Rale Estste, Near KCC Classes, Kasaba Peth, Pune-411011.

Dear Shruti, Teltumbade

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

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Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U74130PN1995PTC088044

Johnson Controls

8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

_____
Intern Name

Date:

Comp 22-23
57

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2
Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

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November 10, 2022

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Shruti Vishnu
B-Wing, Rale Estste, Near KCC Classes, Kasaba Peth, Pune-411011.

Dear Shruti, Gatkal

This has reference to your application for undergoing educational internship with us and the subsequent discussions we had. We are pleased to offer you placement as an Intern in our organization on the following terms & conditions:

1. The duration of your internship will be of six months from **5th January 2023** to **30th June 2023**. The details of the project will be conveyed to you in due course of time. While your internship will be initiated remotely, depending on the requirements of the project assignment you may be required to move to any of the company's operating location in India.

2. During this internship period, you will be paid a consolidated **monthly stipend of INR 18000/- (Eighteen thousand only).**

3. You will be governed by the rules and regulations in force in the company and are expected to abide by the same and carry out instructions given by your guide / superior.

4. You will not incur any expenditure on behalf of the company until and unless you have prior, written approval for the same.

5. This internship will automatically come to an end on expiry of the above-mentioned period. The company however reserves the right to withdraw the internship at any time during this period. We would also like to clarify that this internship opportunity position is not to be construed as assurance for long-term employment with the company.

6. You will not disclose without written consent, any trade secret or confidential information concerning the financial arrangements or position of the Company or any of the dealings, transactions or affairs of Company's business. Without prejudice to the generality of this clause, the confidential information of the Company includes information concerning client lists, business, databases, marketing plans and strategies, sales, pricing and margin information, and everything else marked "Confidential" or which is otherwise indicated, explicit or implicit to be subject to an obligation or confidence.

7. Return of Company Property: You shall promptly whenever requested by the Company, and in any event upon the completion of the project with the Company, return to the company the IT assets provided to you, deliver to the Company all lists of clients or customers, correspondence and all other documents, papers, records and any other properties which may have been prepared by you or have come into your possession in the course of your internship with the Company.

Johnson Controls (India) Private Limited
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Tower, Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

Johnson Controls

8. The Company is the owner of all copyright and all other intellectual property rights of whatever nature in work, computer programs, and other projects incorporating intellectual property, which are created or developed by you during the Project Work. To the extent that, by law, you do not have any legal or equitable interest in any work, including any computer program, databases, documents, artwork, film, or sound recording created or developed pursuant to the employment with the Company and irrevocably and unconditionally assign to the company all intellectual property rights including copyright, in all such works.

Please sign and return the copy of this offer letter as a token of your acceptance of the terms and conditions mentioned above.

Yours sincerely,
For Johnson Controls (I) Pvt Ltd.

Kalpesh Vyas
Senior General Manager
Human Resources

Agreed and accepted by

_____
Intern Name

Date:

Comp 22-23
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Offer: Computer Consultancy
Ref: TCSL/CT20224019169/Pune
Date: 21/09/2022

Mr. Sudarshan Ananda Zimal
1st Floor Shree House, Shree Pandharinath Hole Road , Pathan Nagar , HadpasarHadapsar Road,
Badade Garage Near Me,
Pune-411028,
Maharashtra.
Tel# 91-9356724772

Dear Sudarshan Ananda Zimal,

Sub: Letter of Offer

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

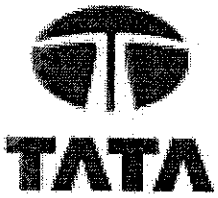
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Sudarshan Ananda Zimal
Designation	Assistant System Engineer-Trainee
Institute Name	All India Shri Shivaji Memorial Society' S Coe, Pune

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DocuSign Envelope ID: 5B90029F-D425-4C83-94BD-B796EE5080A1

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HR-SSC/Offer/22-23/305287

11-Nov-2022

Swanand Meher
Pune

Dear Swanand,

We are pleased to offer you the position of Engineer - Service Assurance at B2-1 band. Your base location will be Pune-Dighi with effect from your joining date i.e. 17-Jul-2023. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

Mandatory Requirements:

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

Induction Process – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details of the schedule prior to your joining date.

Your point of contact for any recruitment related queries will be "Faheem Rahman". You can drop an e-mail at "faheem.rahman@contractor.tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Limited and invite you to participate in the enriching experience of building a world-class organization.

DocuSign Envelope ID: 5B90029F-D425-4C83-94BD-B796EE5080A1

Your annualized compensation package will be INR 770000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INR)
Basic	308000
Annual Allowances	348040
Provident Fund	36960
Annual Bonus Plan	77000

In view of the New Wage Code announced by the government, the compensation structure is likely to change in FY22. When the final rules are notified by the government, some of the items within OTE might increase/ decrease accordingly.

The compensation being offered to you relates to the specific job position you are being offered in this letter. Please note that if, during the course of your employment with Tata Communications, you are offered and accept a different job role through the internal job transfer program or otherwise, the compensation associated with that job role may be different in amount and/or structure. You will be advised of any such difference at the time you are offered any other job role within Tata Communications.

Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Annual Bonus Plan: You will be entitled for Annual Bonus Plan, as applicable. The eligibility and other guidelines as per the plan will apply to you. The applicability of a plan may change with any change in your role in the Company. You will have access to the plan document after your joining.

Depending upon the applicable plan, the actual amount payable may vary, based on your performance and other parameters. This amount includes the bonus payable under the provisions of the Payment of Bonus Act, 1965, as amended, wherever applicable.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Sodexo Meal Vouchers
- Leave Travel Assistance
- Vehicle Running Expenses
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance: Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organisation/Projects, which will be intimated to you on time to time basis, during your employment with company.

COMP - 22-23
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Swarupabagade2222

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Request for completion of Siemens job application form

Inbox

Brahmbhatt, Ajay 10:28 AM
to

Dear Candidate,

I hope this email finds you in good health and high spirits. I am reaching out to you on behalf of Siemens and would like to extend our warm greetings to you.

As you may already know, you have been shortlisted as a potential candidate for a position at Siemens. As the first step of your candidature, you should have received an automated email with a link to fill up the application form.

We kindly request that you complete the application form by or before 4 PM today. This will enable us to proceed with the next stages of the selection process in a timely manner.

Few Points for filling form:

1. References section can include family doctor, or your institute professors.

99+

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100
115
125

Offer: Computer Consultancy
Ref: TCSL/CT20223995909/Pune
Date: 21/09/2022

Ms. Tanvi Paigude
200, Indraprastha Society, Near Akashwani,
Hadapsar,
Pune-411028,
Maharashtra.
Tel# -

Dear Tanvi Paigude,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Tanvi Paigude**
Designation	**Systems Engineer**
Institute Name	**All India Shri Shivaji Memorial Society' S Coe, Pune**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive**		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis.

*** 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Letter of Intent (LOI)

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Superset ID: 3265020

Date: November 25, 2022

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Dear Viraj Vaibhav Tilekar,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

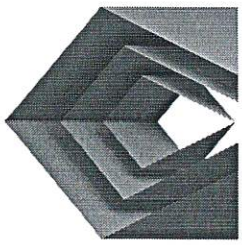
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Comp 22-23 336

BAJAJ FINSERV DIRECT LIMITED

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 09-May-2023

130

To,
Yash Ashok Tatiya,
AISSMS,Pune - 411014

Telephone: **7276613777**

Dear Yash Ashok Tatiya,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finserv Direct Limited ("**Company**") on the following terms:

1. DESIGNATION & BAND

You will be designated as **Junior Associate Engineer** at **GB02A Band.**

2. PERIOD OF EMPLOYMENT

2.1 Your employment will commence on **July 03, 2023** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune – Corporate Office** but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

4.1 Your basic salary will be **Rs. 10750/- (Rupees Ten Thousand Seven Hundred Fifty Only)** and your house rent allowance will be **Rs. 5375/- (Rupees Five Thousand Three Hundred Sevety-Five Only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2 A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71877060
Corporate ID No.:
U65923PN2014PLC150522

Atatiya

Annexure - A

Detailed Salary Structure

Date : 09-May-2023
Name : Yash Ashok Tatiya
Band : GB02A

Salary Components	Annual	Monthly
Basic Salary	129000	10750
House Rent Allowance (HRA)	64500	5375
Special Allowance	184360	15363
Statutory Bonus	30540	2545
Provident Fund (Employer's Contribution)	21600	1800
Gross Salary	430000	35833
Gratuity	6205	
Total Cost To Company	436205	36350

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.12/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- You will receive a one-time payment of INR **50,000 /- (Rupees Fifty Thousand only)** (taxes will be applicable as per income tax slab). The same will be paid to you on completion of one year of service from the date of joining, subject to you being on the payroll of Bajaj Finserv Direct Limited.
- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous
- Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : Tatiya
Name : YASH TATIYA
Date : 15/05/2023

Corporate Office:
4th Floor, B2 Building,
Cerebrum IT Park, Kalyani Nagar,
Pune - 411 014, Maharashtra, India.

Registered Office:
Bajaj Auto Limited Complex,
Mumbai - Pune Road, Akurdi,
Pune - 411 035, Maharashtra, India.

Web: www.bajajfinservmarkets.in
Tel: 020-71877060
Corporate ID No.:
U65923PN2014PLC150522

Tatiya

129 electronics E&TC 22-23

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HEXAWARE

Letter of Intent

122

September 12, 2022
SUMEDHA CHAUDHARI
AISSMS College of Engineering, Pune

Dear SUMEDHA CHAUDHARI,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

EXCELR
Raising Excellence

Offer Letter

Dear Mrunmayee Chothe,

Issued on: 02nd May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**.
Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location: PAN India

Job Description

Job Profile:	Full Stack Developer	Front End Developer	Back End Developer
Position:	Developer
Location:	PAN India
Duration:	5 months of training and 100% Placement Assistance
Package*:	2.8LPA to 6LPA

Best Regards,

Shyam Narayan
Director

*Note: This offer is valid only when you satisfy all the criteria of the training and placement process.
Final Package depends on the Interview performance.

MSW 363
22-23

praj

Date: 2nd May 2023

Subject: Selection Letter

2.12

Dear Abhishek Chavan

Congratulations!

Thank you for your interest in Praj Industries Limited. We are pleased to inform you that you have been selected for the position of **"Graduate Engineer Trainee"** in our organization.

You will be under training period for one year. You will be entitled for an annual salary of ***INR 4,50,000/-***.

Your joining date will be **4th July 2023 (Tuesday).**

Your services with us will be confirmed on successful completion of your training and probation period based on your performance and business scenario.

At the time of joining, you will receive Joining letter along with salary annexure.

Welcome to Praj family!

Yours truly,

Dr. Nidhi Dhanju

Group CHRO

Praj Industries Limited

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

Signature _____

Name Abhishek Chavan

Date 5/5/23

Praj Industries Limited, 'Praj Tower', 274 & 275, Bhumkar Chowk-Hinjewadi Road, Hinjewadi, Pune 411057. India
Ph: +91-20-22941000/71802000 Fax: +91-20-22941116 info@praj.net www.praj.net

353 Mech/sand 22-23

Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

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Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Amulay Bhangale,

We are pleased to offer you apprenticeship training in the **Heating** division of **Thermax Limited at Nagpur.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!!!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Amulay Bhangale state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature:

Date:

Below are the terms and conditions of your appointment post joining the organization.

THERMAX

1. **Monthly Stipend** - During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training -** You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality -** You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation**: In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

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SIMIRA®
Healthcare Private Limited

1st June, 2023

Offer Letter

To,

Mr. Aniket Kadam,

This is reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with us as "Credit Control Manager" for. your gross compensation will be as per Annexure.

Please note that this merely an offer letter. The Company's standard appointment letter containing terms and condition of employment will be issue to you on your joining the company, which shall be binding on you.

You are requested to join us on or before 5th June. Failing which this offer of employment shall stand withdrawn.

You will be lock-in policy period for one year wherein you need to be in system for 1 year. Incase planned to resign within one year you need to either serve 45 days' notice period or pay 45 days salary to the company.

Kindly handover below mentioned essential documents at the time of joining.

1. Coloured passport sized latest formal photograph –for record.
2. Copy of Birth Certificate / proof of age for arriving at the date of retirement.
3. Copy of the Mark Sheet/ Qualification Certificates of all the exams passed by you as compliance to the position.
4. Copy of your Pan Card (Self Attested).
5. Copy of Adhaar Card (Self Attested)
6. Copy of your residential address proof.
7. Copy of the last 3 pay slips with your previous employer.

Candidates to advise to bring their original certificates for verification.

Kindly signature the duplicate copy of this letter as a token of your acceptance of this offer and send back to undersigned for record.

Yours faithfully,

For Simira Healthcare Pvt Ltd

Authorized Signatory

I confirm having read, understand the above terms & conditions, and promise to abide by all the terms and conditions as specified above.

SIMIRA®
Healthcare Private Limited

Annexure – I

Name of Employee : Aniket kadam

Designation : Credit Control Manager

Employee No. -

Location: HO – Khanda Colony

Date of Appointment : 20/6/2023

Compensation Package

Particulars		Monthly	Yearly
Basic Salary		22,000	264,000
HRA		11,000	132,000
Medical Allowance		1,250	15,000
Conveyance Allowance		1,600	19,200
Other Allowance		12,350	148,200
Gross Salary	(A)	48,200	578,400
Provident Fund		1,800	21,600
ESIC			
Prof Tax		200	2,400
Employees Contribution	(B)	2,000	24,000
Net Salary (Take home Salary)		46,200	554,400
Provident Fund		1,800	21,600
ESIC			
Employer's Contribution	(C)	1,800	21,600
Variable Incentive	(D)		
Total (A+C) Cost to Company		50,000	600,000

The Company is entitled to make such deductions from the above compensation as may be statutorily required.

Yours faithfully,

For SIMIRA Healthcare Pvt. Ltd.,

Dr. Santosh Wakchaure

Director

ACCEPTED

(Aniket Kadam)

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LTI
Let's Solve

Date: November 10, 2022
Ref: LTI/HR/EN9/Campus/2023
Name: Gaurav Singh
College: AISSMS COE

231

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Gaurav Singh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee.** This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (Refer **'Annexure 1'**) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25000** pm.

2. All payments made to you would be subject to deduction of applicable taxes at source (TDS).Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **'Annexure-1'**. Your appointment is in accordance with the Apprentices Act, 1961.

4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **'Annexure-2'**)

5. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

6. If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (https://campbuzz.lntinfotech.com) and register your credentials therein within seven (7) days from the date of this letter.

   If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled.
   Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal http://www.mhrdnats.gov.in within [7] days from the date of this offer or once your final semester is completed as applicable.

LTI
Let's Solve

ANNEXURE-3

Name : Gaurav Singh Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
Base Salary (p.a.)	**363180**	**30265**
Annual Incentive	0	
Total Variable (p.a.)	**0**	
TTC(p.a.)	**363180**	
PF	21600	1800
Gratuity	8658	722
Mediclaim Premium(p.a)	12929	1077
Retirals & Other Benefits(p.a)	**43187**	**3598**
Cost to Company (CTC)	**406367**	**33863**

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2)Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
3) H.R.A. will be deducted for accommodation (If any) provided by the Company.
4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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

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EXCELR
Raising Excellence

Offer Letter 235

Dear Himanshu Dinesh Magar,

Issued on: 02nd May 2023

We are pleased to inform you that you have been selected for **Free Training & Placements**.
Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: **e-cap@excelr.com**

Following are the details for Job Profile
For:
Full Stack Developer | Front End | Back End
Job Location : **PAN India**
Job Description

Job Profile:	**Full Stack Developer | Front End Developer | Back End Developer**
Position:	Developer
Location:	PAN India
Duration:	5 months of training and 100% Placement Assistance
Package*:	2.8LPA to 6LPA

Best Regards,

Shyam Narayan
Director

*Note : This offer is valid only when you satisfy all the criteria of the training and placement process.
Final Package depends on the interview performance.

cognizant

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Letter of Intent (LOI)

214

Superset ID: 3206500

236

Date: November 25, 2022

Dear Jaswant Singh Bharat Singh Patil,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

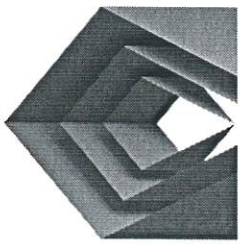
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



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cognizant

Letter of Intent (LOI)

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Superset ID: 3206084

243

Date: November 25, 2022

Dear Nikhil Santosh Bundele,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee.** Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

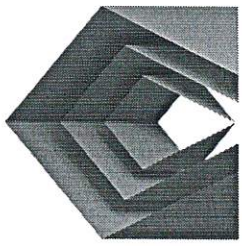
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



22-23

Accepted - Letter of Intent for Reliance Industries Limited

Inbox

Reliance Industries Limited 25 Jan
to me

From Reliance Industries Limited • noreply@imocha.io
To nikhil.2bundhele@gmail.com
Date 25 Jan 2023, 18:12
Standard encryption (TLS).
See security details

Date: 25-01-2023

Hi Nikhil Santosh Bundele,

Thank You for accepting the Letter of Intent. Please find attached your Letter of Intent and CTC Annexure for future reference.

Kindly keep a copy of this for your future reference.

Regards,

Reliance Industries Limited

If you'd like to unsubscribe and stop receiving these emails click here .

PDF CTC Annexure.pdf

Mech 22-23

GET - Indica Compensation Details - B.Techs

GET Total Pay Details - B.Tech Degree	
On Joining	**Fixed Pay - Rs. 5.50 lacs p.a.**
On Completion of 12 months	**Fixed Pay - Rs. 6.00 lacs p.a.** **ACB - Rs. 0.66 lacs p.a.** Will be confirmed in Grade "J" on successful completion of Training & Validation Post confirmation you will become eligible for annual increment and bonus, as per company policy
Medical & Insurance	Group Personal Accident Insurance worth Rs 25 Lacs p.a. Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Bonus	One time bonus of Rs. 2.00* lacs on completion of 12 months. *Recovery Period for One time Bonus would be upto 24 months from disbursement date.

Indicative Take Home Salary Details - GETs - B.Tech Degree			
Particulars	**Amount in Rupees Per Annum (Month 1 to 12)**	**Amount in Rupees Per Annum (Month 13 onwards)**	**Remarks**
Base Pay	2,20,000	2,40,000	Comprises of Basic Pay & employer's contribution towards PF & Gratuity.
Choice Pay	3,30,000	3,60,000	An employee can distribute among the following Tax Friendly elements - HRA, LTA, Conveyance Allowance, Standard Medical Domiciliary Expenses, Office Wear Allowance, Children Education Allowance, Food & Beverages Coupons, Gift Vouchers, and Fuel & Maintenance Expenses. Balance unchosen amount will be paid as "Residual Choice Pay".
Fixed Pay (i)	**550000**	**600000**	
Mandatory Debits			
Personal Accident Insurance (A)	413	413	All Employees are mandatorily covered under the Group Personal Accident Insurance scheme. The sum insured is upto INR 25 lakhs.
Hospitalisation Insurance for Self, Spouse, Dependent Children & Dependent Parents (B)	47,369	47,369	Floater Mediclaim policy - Total coverage INR 5 Lakhs, Plus Additional floater Mediclaim policy of INR 5 Lakhs. Coverage for Family of 7 members (Max) - Self, spouse, 3 dependent children (up to 25 years), 2 dependent parents
Group Term Life Insurance (C)	4,794	4,794	All employees are mandatorily insured under Group Term Life Insurance.
Value of Uniform (D)	3,000	3,000	Employees working at Manufacturing Sites are provided with 4 shirts & 3 trousers every year(varying Site wise)
Mandatory Debits (ii)	**55576**	**55576**	ii = (A+B+C+D) Mech 22-23
Fixed Pay - Mandatory	**494424**	**544424**	Includes IT Tax, Professional Tax, Employee Contribution

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224 22-23

Neilsoft

SEZ - Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057, India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

HR/OFL/3/2/2023/17 **CONFIDENTIAL** March 02, 2023

Mr Sahil Mate
A-331, Alnkapuri B Society , Near MIT College , Kothrud
8408862376

Subject: Offer of Employment

Dear **Sahil**,

Congratulations, we are pleased to appoint you as **Graduate Engineer Trainee** at Neilsoft. Your work location will be at **SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057, India** office subject to the following:

1. You are required to join the Company from **July 03, 2023**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
2. This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
3. Unless otherwise communicated you will undergo a formal Induction to the company, training and project familiarity process for a period of between 4 to 6 months, This could be at any of the Company's locations, and currently envisaged to be at the Company's **Pune** Pride Parmar office.
4. Post completion of the induction and training period above you will be working from our Hinjewadi Office campus.
5. You will initially be based at the Company's **Pune** office unless communicated otherwise prior to your joining.
6. You will be given annual CTC of Rs. **300,000 (Rupees Three Lac Only)** Which is inclusive of Fixed and Performance Based Annual Incentive, your compensation will be as described in Annexure A
7. Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
8. You shall keep the contents of this offer and any Annexure hereto confidential.
9. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Gayatri Kulburge to** complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft, 406, Pride Parmar Galaxy, 8th Floor, 10/10 + A Sadhu Vaswani Chowk, Pune 411001

We understand that you may have queries during your joining period. We would encourage you to contact **Akangi Sharma** (on Email ID: **akangi.sharma@neilsoft.com / Tel:- 8975385100**).

We welcome you into the Neilsoft family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **Neilsoft,**

Priya Damle
Chief Human Resources Officer

I accept the offer and will report for duties on _____

Signature: _____

Date: _____

Place: _____

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Innovating Possibilities

No: LOI/HR/UTS/04/2023/CFR

266

Date: March 9th, 2023

Dear Sanjeewani Sanjay Bhoite,

It is our pleasure to extend the Letter of Intent (LOI) to offer an employment to you on behalf of **ODC Universal Technological Solutions Pvt. Ltd.** You can join us on **13th March 2023.**

1. We will offer you the position of **Software Engineer at Pune (Base Location)** once you complete **Annexure 'C' till** then you will be offered as internship against which you will be reimbursed **₹ 7500/-** (**₹ Seven Thousand Five Hundred Only**) per month on pro-rata basis maximum for 3 months.
2. Once the above-mentioned point '1' is completed your offer letter will be shared and you will be on probation for 6 months from the date of **Annexure 'C' completion against which you will be paid stipend of ₹ 22500/- (₹ Twenty-Two Thousand Five Hundred Only/- per month).**
3. During probationary period UTS reserve the right to terminate you if you are not doing well at your job or is otherwise deemed not suitable for a particular position.
4. You are not entitled for any leaves during probation period. However, you will be entitled for 06 days Casual Leave, 06 days Sick Leave per annum after probation period on pro rata basics.
5. You will be also eligible for 01 day Earned Leave which will be paid every month with salary if not availed after probation period.
6. On successful completion of probation period and verification on all required document mentioned in Annexure 'C' your appointment letter will be released with CTC approx. **₹ 375664/- (Rupees Three Lakhs Seventy-Five Thousand Six Hundred Sixty-Four Only)** per annum. Please refer **Annexure 'A'** & **Annexure 'B'** for the salary structure and other corporate benefits.
7. Office working hours starts from 9:30 AM through Monday to Friday. However, in case of business need you agree to support beyond Friday as and when required to meet the organizational goals.
8. You will be entitled of 10 days Holidays (Festivals & National Holidays) in a calendar year.
9. During the employment, you must comply by all policies of UTS. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
10. You will devote time and attention to your duties to promote the interests of the company and you will not, without previous written permission of the company, carry on any business or engage yourself in the services or employment of any other Company/Firm/Persons.
11. Your employment is terminable, without reasons, by either party giving **45 days (Forty-Five Days)** notice during probationary period and **90 days (Ninety Days)** notice on confirmation. UTS reserves the right to pay or recover salary in lieu of notice period and as mentioned in **Annexure 'B'.** Further, UTS 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 UTS desires the employee to continue the employment during the notice period you agree to do so.
12. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

We look forward to an enduring relationship with you.

Yours sincerely, Priti Deva Senior HR Manager ODC Universal Technological Solutions Pvt. Ltd.	I _____ accept the offer letter and associated terms and conditions. ---------- Employee Signature

SINGAPORE

Universal Technology Solutions Pvt. Ltd
81 Ubi Ave 4,
#08-17, UB.
One Singapore 408830

UAE

Universal Technology Solutions LLC
#1703, 17th Floor,
Musalla Towers & Mall, Khalid Bin
Al Waleed Road,
Dubai, United Arab Emirates

INDIA

ODC Universal Technological Solutions Pvt. Ltd
10 Floor,
Mont Vert Velocity,
Survey No. 140, 140, Baner-Pashan Link Road,
Pune- 411021, Maharashtra-India

www.uts-global.com
contact@uts-global.com

Innovating Possibilities

Annexure 'A'

Compensation Details			
#	Item	₹ Per Month	₹ Yearly
Part- A (Fixed Allowance)			
1	Basic	3232	38784
2	House Rent Allowance	1293	15516
3	Medical Allowance	1250	15000
4	Conveyance/WHF Allowance[1]	2000	24000
5	Performance Allowance[2]	3110	37320
6	Non LOP Allowance[3]	1037	12444
7	Special Allowance	3756	45072
8	Lunch Allowance[4]	1250	15000
9	Service Continuity Allowance[5]	8643	103716
10	Hi Speed Broadband Allowance (HBA)[6]	1000	12000
11	Earned Leave Allowance[7]	916	10996
Total Fixed Allowance		**27487**	**329848**
Part- B (Other Contribution)			
12	PF Contribution Employer	1800	21600
Total of Part B		**1800**	**21600**
Total Fixed Gross Salary (Part A + Part B)		**29287**	**351448**
Part- C (Other Benefits)			
13	Gratuity	156	1866
14	Group Mediclaim (GMC)	1708	20500
15	Group Personal Accident Policy (GPA)	154	1850
Total of Part C		**2018**	**24216**
Total Yearly Cost to Company (A+B+C)			**375664**

- Company will provide ₹ 2.0 Lakhs Medical Insurance from for you, your spouse, two kids and 2 either of the parents.
- Company will provide up to ₹ 25.0 Lakhs Group Personal Accident Insurance for you.
- Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others.
- Applicable Taxes will be deducted as per Indian Govt. Rule for respective financial year.

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Annexure 1

Salary Comparison and Offer				KSB
Name	Mr. Shreyas Parchure			
Designation	Graduate Engineer Trainee			
Age - Yrs	22 years			
Location	KSB Tech ,Pune			
Qualification	B.E - Mechanical Engineering			
Experience - Yrs.	NA			
Salary Heads	**Existing**		**Offer**	
	P.M.	**P.A.**	**P.M.**	**P.A.**
Basic	0.00	0.00	15000.00	180000.00
HRA	0.00	0.00	3200.00	38400.00
Supplementary Allowance	0.00	0.00	10840.00	130080.00
Gross Salary - ST 1	**0.00**	**0.00**	***29040.00***	***348480.00***
LTA	0.00	0.00	0.00	0.00
Medical reimbursement	0.00	0.00	0.00	0.00
Total Fixed Cash - ST 2 (ST 1 + LTA)	**0.00**	**0.00**	***29040.00***	***348480.00***
Gratuity	0.00	0.00	0.00	0.00
PF	0.00	0.00	1800.00	21600.00
Total Salary - ST 3	**0.00**	**0.00**	**30840.00**	**370080.00**
Canteen Exemption*	0.00	0.00	2000.00	24000.00
Health Insurance Premium*	0.00	0.00	800.00	9600.00
CTC= ST3 + Canteen Exemption* + Health Insurance Premium*	**0.00**	**0.00**	**33640.00**	**403680.00**
Notes:				
You will be under training period for 1 year. Based on your performance you shall be absorbed				
You will be entitled for leaves as per Company leave policy				
You will sign employment bond of 3 years with company including 1 year of training period				
Working hours as per KSB Tech requirements. Weekly off- Saturday/ Sunday				
Expected date of joining: 15.06.2023				
S Y Aphale GM -HR & OD Date :20.04.2023			Accepted	
The contents of this offer are confidential and you are requested not to disclose the same .				

MSW 174
2023

LTI
Let's Solve

Celebrating 25 LTI

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Shrungal Kullarni

Dear Candidate,

We value your decision to consider this offer of employment from LTI. We look forward to our association and are firmly committed to creating a successful career for you.

Through this letter, we wish to draw your attention to an exciting corporate announcement about LTI. As you may be aware, L&T Group has a majority holding in both LTI and Mindtree. To bring in better coordination, synergy value, and enhanced customer benefits, the Boards of LTI and Mindtree have agreed to initiate merger proceedings between the two entities. The proposed merger will see both the organizations join strengths to create an IT services provider exceeding $3.5 Bn.

The combined entity will be called **LTIMindtree** leveraging the advantages of both the brands and creating value for all stakeholders. This merger will create a more distinctive employee value proposition, through a stronger portfolio across verticals, creating opportunities for employees to take on exciting, new projects and reach greater heights in their career with LTI.

This transaction is subject to shareholder and regulatory approvals, and the formal integration process will begin after the regulatory clearances are obtained, after which you will be an employee of **LTIMindtree (merged entity).** Until then, LTI and Mindtree will continue to operate as independent companies.

We are excited about synergies that this merger between LTI and Mindtree offers to all its stakeholders. When you join LTI, you will be a part of a dynamic workforce driven by a culture of innovation and growth.

We look forward to welcoming you onboard.

Regards,

Manoj Shikarkhane

Manoj Shikarkhane
Chief Human Resources Officer

Mech/Bond 22-23

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Thermax Limited,
Thermax House, 14, Mumbai – Pune Road,
Wakdewadi, Pune – 411003, India

Regd. Office:
D-13, MIDC Industrial Area, R D Aga Road,
Chinchwad, Pune 411019, India

+91 20 6605 1200, 6605 1202
www.thermaxglobal.com
AAACT3910D
CIN L29299PN1980PLC022787
27AAACT3910D1ZS
enquiry@thermaxglobal.com

THERMAX

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Date - 29th May 2023

Appointment as Apprenticeship / Trainee

Dear Vedant Chitte,

We are pleased to offer you apprenticeship training in the **Heating** division of **Thermax Limited at Indore/Bhopal.** Kindly confirm your acceptance of this letter **within 24 Hours** from the date of receiving this letter.

Congratulations for the same!

This engagement is subject to-

a. You being found medically fit by a registered medical practitioner and
b. You successfully passing your engineering course in the current academic year in the first attempt.

I, Vedant Chitte state that I have understood the terms and conditions mentioned herein and I accept the same.

Signature: Chitte

Date: 01/06/2023

THERMAX

Below are the terms and conditions of your appointment post joining the organization.

1. **Monthly Stipend** - During the apprenticeship training period you will be paid a stipend of Rs. 29,167/-p.m. This will exclude any tax or statutory deduction, as applicable.

2. **Period of Apprenticeship Training** - You will be on an apprenticeship training period of 12 months from the date of joining. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company. During the apprenticeship training period, you will not seek any other employment.

3. **Working Hours:** Your training will be in normal shift timing, as decided by the company.

4. **Leave:** You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.

5. **Travel:** Whenever you are required to undertake any travel on Company work, you will be reimbursed travel expenses as per Company policy.

6. **Transfer** – During your apprenticeship training period you may be transferred to any of our department, establishment, branch or subsidiary of the company in India.

7. **Confidentiality** - You will not disclose, divulge and share any information related to Company's product, customers, drawings and any such confidential information during the course of your apprenticeship training period without prior approval from your supervisor.

8. **Separation:** In the event of your separation during the apprentice period you need to inform in writing to the Human Resource Business Partner 30 days in advance. You will hand over all the IT related assets, documents, drawings etc., given to you by the company during your training period. Further you shall not make, retain or share any copies of these items and share thereof.

9. You will be governed under the provision of the Apprentices Act, 1961 and Apprenticeship Rule 1992.

10. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.

11. During the apprenticeship training period, if required you may be asked to undergo Medical examination on any health-related issue.

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CARCO®
LARGE DIAMETER SEALS

Radiance
Hydraulics

Date: 30/03/2023

Offer Letter

To,

Harshal Gaikwad

297

Sub: Offer Letter

Dear Harshal,

We are pleased to offer you the position of **Graduate Engineer Trainee Business Development and Applications Engineer** at **Radiance Hydraulics** based in Pune.

As mentioned before, you will be eligible to receive the following beginning on your joining date:

- Stipend of **₹ 10,000/-** during the probation period (6 months)
- Total Target Compensation of **₹ 3,00,000/- inclusive of incentive** after end of probationary period
- Holidays and Annual Leaves on pro rata basis based on your date of joining

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Pune office.

Please submit the following documents at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters, if any, (4) two coloured passport-size photos, (5) latest salary slips from your previous organization, if any and (6) proof of address and carry originals for verification purposes.

Kindly note that the joining for all candidates will be on a rolling basis based on business needs and the company reserves the right to revoke this letter at any point of time.

We look forward to welcoming you aboard.

Sincerely,

Radiance Hydraulics Pune-411033

Vipul Sonawane
Managing Director
Radiance Hydraulics

Registered Office &Mailing Address:
Radiance Hydraulics
301 Chintamani Prasun Dham,
Opp Birla Hospital, Chinchwad Pune 411 033

GSTIN 27GEKPS2706K1ZZ
Email – sales@radiancehydraulics.com
Website – www.radiancehydraulics.com
Reach us @ +91 8793142374

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Prod - 22-23

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ALUFORM

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05th Decembe 2022

(Private & Confidential)

To
Kalpesh Dodal
Warje - Pune
Contact No- 7755986936

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OFFER LETTER

Dear Dodal,

Congratulation!

Further to our discussion & the interview you had with us, we are pleased to offer you the position of **Design Engineer** office is based at Pune. Your date of joining will be on or before **02nd January 2022.**
Your total compensation will be Rs. 3, 00,009/-per annum (Rupees Three Lakhs Nine Rupee Only Per Annum), the compensation details are enclosed in **Annexure A.**
This offer has been made on the information and documents you have furnished to us. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment.

Your appointment letter will be issued post you're joining on submitting the following documents:

1. Aadhar Card (mandatory)
2. Pan card (mandatory)
3. Passport or Driving license (optional)
4. All Experience & Relieving Letter/Certificates
5. Last three-month salary slip
6. 4 passport size photographs
7. Residential proof if staying on rental or PG
8. All Qualification Certificates starting from SSC and above
9. Cancelled Cheque

Welcome to Knest Manufacturers LLP. We wish you a long rewarding and fulfilling career and look forward to your joining us.
We request you to please sign below as a token of acceptance of this offer
For Knest Manufacturers LLP

Arpita Gupta
Head-Human Resources & Admin

Kalpesh Dodal
Accepted

020 2742 6622
sales@knestaluform.in
info@knestaluform.in
Office Address: Unit Number 802, Om Chambers, T. 29/31, Bhosari Industrial Estate, Telco Road, Next to Toyota Showroom, Bhosari. Pune - 411 026
Factory Address: Gat No. 47, Navlakh Umbre, Talegaon
CIN AAD - 2928

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Annexure A

(Private & Confidential)

Name	Kalpesh Dodal
Designation	Design Engineer
Location	Bhosari Pune

Particulars	Amount PM	Amount PA
Basic	13,500	1,62,000
House Rent Allowances (HRA)	599	7,188
Education Allowances	200	2,400
Conveyance Allowances	2,000	24,000
Leave Travel Allowances (LTA)	1,452	17,424
Special Allowances	4,299	51,588
Gross Salary (A)	**22,050**	**2,64,600**
Employee Deduction		
Employee Provident Fund (EPF)	1,800	21,600
Employees' State Insurance Corporation (ESIC)		-
Profession Tax (PT)	200	2,500
Total (B)	2,000	24,100
Net take home (A-B)	**20,050**	**2,40,500**
Employer Contribution		
Employer Provident Fund (EPF)	1,950	23,400
Employers' State Insurance Corporation (ESIC)		-
Gratuity	-	-
Total [B]	**1,950**	**23,400**
Total [A+B]	**24,000**	**2,88,000**
Variable Performance Bonus	1,000	12,000
Total [C]	**1,000**	**12,000**
Compensation (A+B+C)	**25,000**	**3,00,000**

Medical Insurance for self-Rs 1 lacs who are not covered under ESIC
Variable Performance is paid on individual performance at the end of every year.

For Knest Manufacturers LLP

Arpita Gupta
Head Human Resources

Kalpesh Dodal
Accepted

020 2742 6622
sales@knestaluform.in
info@knestaluform.in
Office Address: Unit Number 802, Om Chambers, T. 29/31, Bhosari Industrial Estate, Telco Road, Next to Toyota Showroom, Bhosari, Pune - 411 026
Factory Address: Gat No. 47, Navlakh Umbre, Talegaon
CIN: AAD - 2928

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15th December 2022

(Private & Confidential)

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To
Pranav Zarekar
Vadgaon Maval.
Pune-412106
Contact No- 07218135918

OFFER LETTER

Dear Mr. Zarekar,

Congratulation!

Further to our discussion & the interview you had with us, we are pleased to offer you the position of **'Apprentice'** office is based at **'Talegaon- Plant'**. Your date of joining will be on or before 23th January 2023.
Your total compensation will be Rs. 2, 00,004/-per annum (Rupees Two Lakhs Four Rupees Only Per Annum), the compensation details are enclosed in **Annexure A.**
This offer has been made on the information and documents you have furnished to us. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment.

Your appointment letter will be issued post you're joining on submitting the following documents:

1. Aadhar Card (mandatory)
2. Pan card (mandatory)
3. Passport or Driving license (optional)
4. All Experience & Relieving Letter/Certificates
5. Last three-month salary slip
6. 4 passport size photographs
7. Residential proof if staying on rental or PG
8. All Qualification Certificates starting from SSC and above
9. Cancelled Cheque

Welcome to Knest Manufacturers LLP. We wish you a long rewarding and fulfilling career and look forward to your joining us.
We request you to please sign below as a token of acceptance of this offer
For Knest Manufacturers LLP

KNEST MANUFACTURERS LLP PUNE

Arpita Gupta
Head-Human Resources & Admin

Pranav Zarekar
Accepted

020 2742 6622
sales@knestaluform.in
info@knestaluform.in
Office Address: Unit Number 802, Om Chambers, T. 29/31, Bhosari Industrial Estate, Telco Road, Next to Toyota Showroom, Bhosari, Pune - 411 026.
Factory Address: Gat No. 47, Navlakh Umbre, Talegaon
CIN AAD - 2928

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Annexure A

(Private & Confidential)

Name	Pranav Zarekar
Designation	Apprentice
Location	Talegaon- Plant

Particulars	Amount PM	Amount PA
Basic	14,000	1,68,000
House Rent Allowances (HRA)	1,400	16,800
Education Allowances	-	-
Conveyance Allowances	-	-
Leave Travel Allowances (LTA)	-	-
Special Allowances	1,267	15,204
Gross Salary (A)	**16,667**	**2,00,004**
Employee Deduction		
Employee Provident Fund (EPF)	-	-
Employees' State Insurance Corporation (ESIC)		-
Profession Tax (PT)	200	2,500
Total (B)	200	2,500
Net take home (A-B)	**16,467**	**1,97,504**
Employer Contribution		
Employer Provident Fund (EPF)	-	-
Employers' State Insurance Corporation (ESIC)		-
Gratuity	-	-
Total [B]	-	-
Total [A+B]	**16,667**	**2,00,004**
Variable Performance Bonus	-	-
Total [C]	-	-
Compensation (A+B+C)	**16,667**	**2,00,004**

Medical Insurance for self-Rs 1 lacs who are not covered under ESIC
Variable Performance is paid on individual performance at the end of every year.

For Knest Manufacturers LLP

KNEST MANUFACTURERS LLP * PUNE

Arpita Gupta
Head Human Resources

Pranav Zarekar
Accepted

AISSMS
COLLEGE OF ENGINEERING
ज्ञानम् सकलजनहिताय
(Accredited by NAAC with grade A+)

DEPARTMENT OF MECHANICAL ENGINEERING

Entrepreneur from Mechanical Engineering Department

1) Name of Company: BALBIRD INDUSTRIES.

2) Founder / Founders Name: 1) Balraj Waghmare

3) Sector - Service / Product: Details about Service or product: Infrastructure Projects, EV Loader, Traction Vehicle.

4) Brief about the company:

BLBIRD INDUSTRIES was formed in the year 2022, with an area of interest in EV sector. Company started to channelize vehicle's application and designed- developed prototypes. These prototypes are now being refined with an aim to complete homologation process.

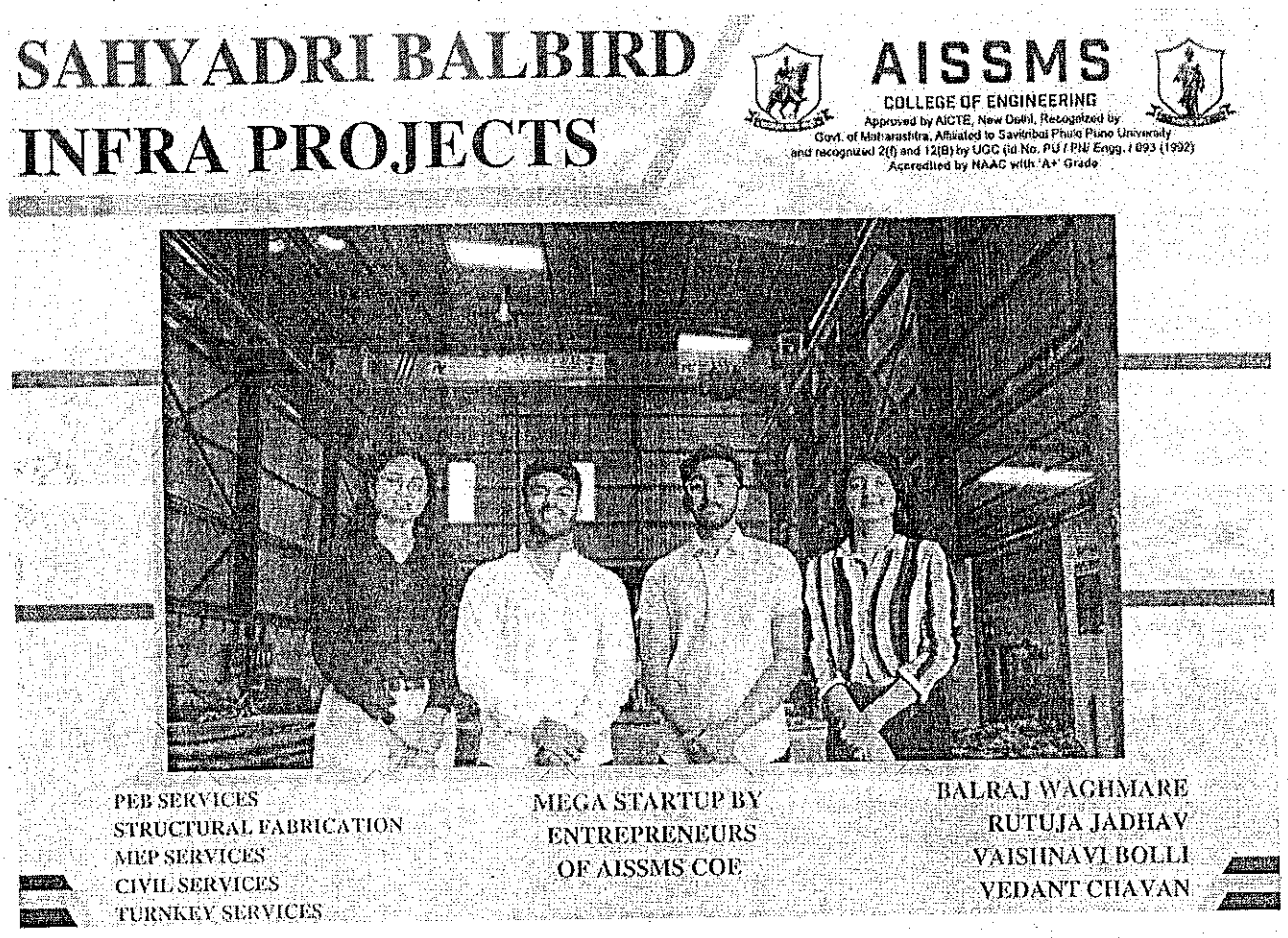
BALBIRD INDUSTRIES is also registered under manufacturing sector where MEGA PROJECTS such as PEB, TURNKEY PROJECTS, STRUCTURAL FABRICATION, MEP SERVICES, & CIVIL SERVICES are provided as in partnership with SAHYADRI INDUSTRIES.

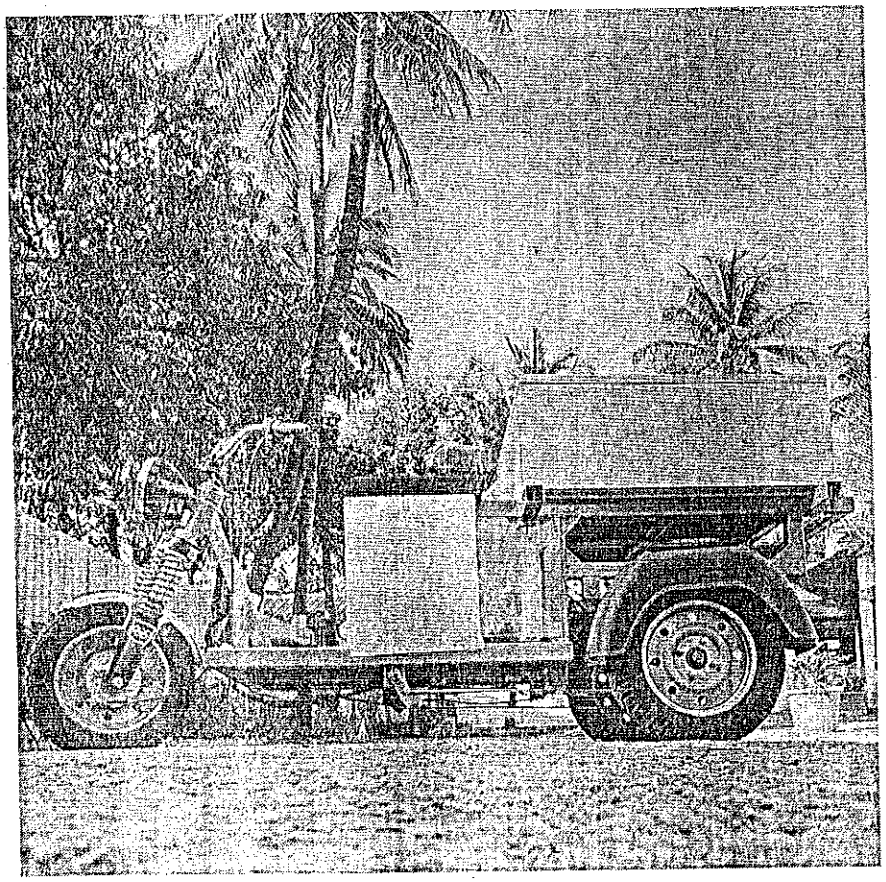
5) How AISSMS helped him/her while academics:

I have completed my bachelor's degree in **Mechanical Engineering from AISSMS COE, Pune.**

Over the course of my engineering at AISSMS, faculty and staff have really supported and encouraged me to be the best version of myself. The individual attention and care by the faculty in AISSMS to each student is highly commendable. Being a part of Mechanical Department timely guidance from the professors, practical assignments and the industrial exposure received during my training semesters have really shaped me into the person I am today. I always treasure my memories and look back on them with great respect and being grateful to be associated with an amazing institution that teaches you self-discipline, confidence and problem solving some of the essential traits to start your professional journey. Also the platforms provided by AISSMS COE such as SAE CLUB, RESONANCE RACING INDIA are the places where I learned overall things from scratch. With the help of these platforms I was able to understand real life market scenarios.

6) Photograph in jpg image:





भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER	UDYAM-MH-26-0300859
NAME OF ENTERPRISE	BALBIRD INDUSTRIES

TYPE OF ENTERPRISE *

SNo.	Classification Year	Enterprise Type	Classification Date
1	2022-23	Micro	09/08/2022

MAJOR ACTIVITY: **MANUFACTURING**

SOCIAL CATEGORY OF ENTREPRENEUR: SC

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	BALBIRD INDUSTRIES

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	FLOT NO.11	Name of Premises/ Building	GANESH GARDEN
Village/Town	B-3, SURVE NO.55/7B	Block	NEAR NAVALE BRIDGE
Road/Street/Lane	KATRAJ DEHU ROAD	City	PUNE
State	MAHARASHTRA	District	PUNE , Pin 411041
Mobile	9561127357	Email:	balrajwaghmare90@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE	01/04/2022
DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS	01/04/2022

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	32 - Other manufacturing	3290 - Other manufacturing n.e.c.	32909 - Manufacture of other articles n.e.c.	Manufacturing

DATE OF UDYAM REGISTRATION 09/08/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from https://udyamregistration.gov.in & Date of printing:- 25/04/2023

For any assistance, you may contact:

1. District Industries Centre: PUNE (MAHARASHTRA)

2. MSME-DFO: MUMBAI (MAHARASHTRA)

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भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises

Udyam Registration Number : UDYAM-MH-26-0300859

Type of Enterprise	MICRO	Major Activity	Manufacturing
Type of Organisation	Proprietary	Name of Enterprise	BALBIRD INDUSTRIES
Owner Name	SHRI BALRAJ AVINASH WAGHMARE	PAN	AHZPW6498G
Do you have GSTIN	No	Mobile No.	9561127357
Email Id	balrajwaghmare90@gmail.com	Social Category	SC
Gender	Male	Specially Abled(DIVYANG)	No
Date of Incorporation	01/04/2022	Date of Commencement of Production/Business	01/04/2022

Bank Details

Bank Name	IFS Code	Bank Account Number
BANK OF BARODA	BARB0MANIKB	37940100005707

Employment Details

Male	Female	Other	Total
5	1	0	6

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value	Exclusion of cost of Pollution Control,	Net Investment in Plant and Machinery OR	Total Turnover	Export Turnover	Net Turnover	Is ITR Filled?	ITR Type

			(WDV)	Research & Development and Industrial Safety Devices	Equipment[(A)-(B)]	(A)	(B)	[(A)-(B)]		
1	2020-21	Micro	0.00	0.00	0.00	0.00	0.00	0.00	No	NA

Unit(s) Details

SN	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	BALBIRD INDUSTRIES	FLOT NO.11	GANESH GARDEN	B-3, SURVE NO.55/7B	NEAR NAVALE BRIDGE	KATRAJ DEHU ROAD	PUNE	411041	MAHARASHTRA	PUNE

Official address of Enterprise

Flat/Door/Block No.	FLOT NO.11	**Name of Premises/ Building**	GANESH GARDEN
Village/Town	B-3, SURVE NO.55/7B	**Block**	NEAR NAVALE BRIDGE
Road/Street/Lane	KATRAJ DEHU ROAD	**City**	PUNE
State	MAHARASHTRA	**District**	PUNE , **Pin :** 411041
Mobile	9561127357	**Email:**	balrajwaghmare90@gmail.com
Latitude		**Longitude:**	

National Industry Classification Code(S)

SNo.	Nic 2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
1	32 - Other manufacturing	3290 - Other manufacturing n.e.c.	32909 - Manufacture of other articles n.e.c.	Manufacturing

Are you interested to get registered on Government e-Market (GeM) Portal	Yes
Are you interested to get registered on TReDS Portals(one or more)	No
Are you interested to get registered on National Career Service(NCS) Portal	No
Are you interested to get registered on NSIC B2B Portal	N/A
District Industries Centre	PUNE (MAHARASHTRA)

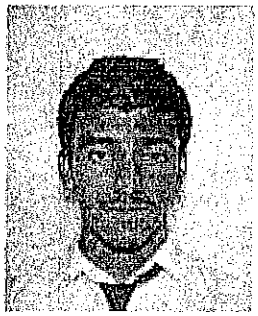
MSME-DFO	MUMBAI (MAHARASHTRA)
Date of Udyam Registration	09/08/2022
Date of Printing	25/04/2023

आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA

स्थायी लेखा संख्या
Permanent Account Number
AHZPW6498G

नाम / Name	Balraj Avinash Waghmare
जन्म तिथि / Date of Birth	17/08/2001
लिंग / Gender	Male
आधार संख्या / Aadhaar Number	XXXXXXXX8059



Signature Not Verified

Digitally signed by DS INCOME TAX DEPARTMENT 1
Date: 2021.10.31 23:05:00 IST

- Permanent Account Number(PAN) is a ten digit alpha numeric number allotted by the Income-tax department for compliance to the provisions of Income-tax Act and Rules including filing of Income-tax return, payment of taxes etc.
  स्थाई लेखा संख्या (पैन) एक दस अंक का अक्षरांकीय संख्या है जो आयकर अधिनियम के प्रावधानों के तहत कर का भुगतान और आयकर रिटर्न भरने के लिए नियमों का अनुपालन इत्यादि करने हेतु आवंटित किया जाता है।
- Quoting of PAN is mandatory for several transactions specified under Income- tax Act, 1961 (Refer Rule 114B of Income -tax Rules, 1962)
  आयकर अधिनियम, 1961 के तहत निर्दिष्ट कई लेनदेन के लिए स्थाई लेखा संख्या (पैन) का उल्लेख अनिवार्य है (आयकर नियम, 1962 के नियम 114बी, का संदर्भ लें)
- Possession or use of more than one PAN is against the law and may attract penalty of Rs. 10,000/-
  एक से अधिक स्थायी लेखा संख्या (पैन) रखना या उपयोग करना, कानून के विरुद्ध है और इसके लिए 10,000 रुपये का अर्थदंड लगाया जा सकता है।
- The PAN card enclosed contains QR Code which is readable by a specific mobile App.
  संलग्न पैन कार्ड में एन्हान्स क्यूआर कोड शामिल है जो एक विशिष्ट मोबाइल एप द्वारा पठनीय है।

आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA

स्थायी लेखा संख्या
Permanent Account Number
AHZPW6498G

नाम / Name
Balraj Avinash Waghmare

जन्म तिथि / Date of Birth
17/08/2001

धारक के हस्ताक्षर / Signature

इस कार्ड के खोने / पाने पर कृपया सूचित करें / लौटाएं:
संयुक्त निदेशक (प्रणाली) –1, पैन मॉड्यूल
9वीं मंजिल, आयकर भवन, सैक्टर –3, वैशाली,
गाजियाबाद – 201010, उत्तर प्रदेश

If this card is lost / someone's lost card is found, please inform / return to:
Joint Director (Systems)-1, PAN Module
9th floor, Aayakar Bhawan, Sector – 3,Vaishali,
Ghaziabad - 201010, Uttar Pradesh
Tel no: 0120-2770078; Fax : 0120-2770078
Mail-id : epan@incometax.gov.in