

Number and List of students placed along with placement details such as name of the company, compensation, etc



Offer: Computer Consultancy
Ref: TCSL/DT20184535964/Pune
Date: 09/10/2018

Mr. Hrushikesh Dattatray Akhade
Koyana A-08 ,Shrinagari Soc,Behind Amanora Mall,
Hadapsar ,Pune,
Pune-411028,
Maharashtra.
Tel# -

Dear Hrushikesh Dattatray Akhade,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184535964

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. 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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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 expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

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

3. Training Period

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

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



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

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



23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Hrushikesh Dattatray Akhade
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant 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. The Retainer/Consultant 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

The Retainer/Consultant 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

The Retainer/Consultant 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. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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.

10. 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. The Retainer/Consultant 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 the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Intent to Offer**This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.**

Dear Prachi Pradeep Gijare,
Syntellect ID: SAM1901106

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Prachi Pradeep Gijare			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



Offer: Computer Consultancy
Ref: TCSL/DT20184664058/Pune
Date: 09/10/2018

Mr. Arvind Ramchandra Jadhav
Survey No:62 , Plot No:36 , House No:15/3/452Shree Nagar,
Dehuroad,
Pune-412101,
Maharashtra.
Tel# 91-8796248966

Dear Arvind Ramchandra 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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20184664058

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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 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. 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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

Maternity Leave

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

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 expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

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

3. Training Period

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

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



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
- An affidavit/notarised undertaking stating:
- *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

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. 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.

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TATA CONSULTANCY SERVICES

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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.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Arvind Ramchandra Jadhav
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant 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. The Retainer/Consultant 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

The Retainer/Consultant 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

The Retainer/Consultant 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. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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.

10. 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. The Retainer/Consultant 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 the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/DT20184678246/Pune
Date: 09/10/2018

Ms. Vaidehi Rajendra Dhawale
A-13,Plot No. Rh-57, Gaurinandan Society, Sambhaji Nagar,
Siddhivinayak Temple,
Chinchwad-411019,
Maharashtra.
Tel# 91-7218034077

Dear Vaidehi Rajendra Dhawale,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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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 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. 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 Initial Learning 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.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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 expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

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

Gratuity

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

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

3. Training Period

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

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



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
- An affidavit/notarised undertaking stating:
- *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

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. 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.

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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.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Vaidehi Rajendra Dhawale
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>



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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant 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. The Retainer/Consultant 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

The Retainer/Consultant 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

The Retainer/Consultant 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. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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.

10. 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. The Retainer/Consultant 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 the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

OFFER LETTER

Ref No: Nityam/HR/OFFER/004/18-19

Date: 26th Feb; 2019

MR. SHREYAS V. VISPUTE

C/301, Mahalaxmi Ashish,
Khambalpada, Thakurli (E).
shreyas.vispute1997@gmail.com
Contact No.: 7738604886

Dear Shreyas,

This has reference to the discussion you had with us. In this connection, we are pleased to offer you the position of **"PHP Developer"** on terms and conditions, which have been mutually discussed and agreed upon.

Your monthly stipend will be Rs. 10000/- (Rs. Ten Thousand Only).

You are requested to bring with you the following documents at the time of joining your duties:

1. Two passport size photographs.
2. Copies of educational/professional qualifications and experience certificates.
3. Relieving letter from the present employer (If applicable).
4. Salary Proof with the present employer (If applicable).
5. Certificates in support of date of birth & residence proof.
6. Copy of Passport / Pan Card.

You are required to join us on or before 18th March; 2019, failing which this offer will be treated as cancelled.

You are requested to sign the duplicate copy of this offer and confirm your acceptance.

We are happy to welcome you to **Nityam** family.

With best wishes.

For M/s. Nityam Software Solutions Private Limited,


Darshan Gesota
Managing Director & CEO



Sub: Letter of Appointment for Internship

Date: 01-08-2021

Dear Ms. Komal Mahale,

Thank you for the keen interest you have shown in our organization. In response to your application, we are pleased to inform you that you are being selected for the Internship post of Web Developer in our organization. You will be reporting to your project manager for day to day assignments and tasks. You are required to join on 1st Aug' 21 *and line offer stands withdrawn thereafter,* unless the date is extended and communicated to you in writing.

Probationary Period

As per our company policy, you will be on Probation for a period of 90 days from the date of your joining the organization. The probationary period is liable to be extended at the sole discretion of the management. You will not be deemed to have been confirmed unless you are informed in writing to that effect. In probation period your services can be terminated due to non-performance.

You need to mandatory serve us for 6 month from the date of Joining.

After that, based on your performance and review, your services will be confirmed in the organization. Total duration of Internship would be 9 months. You need to serve 7 months during internship. You will be offered a permanent associate position and Internship Certificate upon successful completion of your Internship based on your performance during internship period.

Salary

You will be offered a fixed Rs 3000 as a stipend after 90 days of probation period.

The annual increment if granted to other employees will not be claimed as a matter of right. It will be based on your performance of duty during the past year in terms of efficiency, regularly, punctuality and discipline. It can also be withheld if the performance is found unsatisfactory or accelerated in case of exceptionally good performance.

Leave During your Probation period you are entitled to take 1 leave per month. In case of an emergency for any extra leaves, management will make the final decision. In case you take a long holiday of more than 7 consecutive days using the internship period. Your internship period will increase with the same number of days.

Working Hours

At Uprisor, we work six days a week, Monday through Saturday. However as per project requirement 2nd and 4th Saturday will be off. The Company will have its normal business hours from 0930 hrs to 1830 hrs with a Lunch Break of 60 minutes.

Notice Period

You will be required to serve one month of notice in case you decide to leave our services and the same is subject to the company's discretion. Leaving a company without prior intimation or mutually agreed notice period will be termed as violation of this agreement.

Experience **letters** will be provided only after successful completion of notice period.

Confidentiality

You agree at all times **during** the term of your employment and thereafter to hold company information, data in strictest **confidence**, and not to use or attempt to use the same, except for the benefit of Company, and not to **disclose or** divulge Confidential Information to any person or entity without written authorization of the company. Any **breach** of this **provision shall** be treated as a **gross violation** of the terms herein and *your* services are liable to be terminated without **notice**.

You will be bound by the Service Rules, Standing Orders, Settlements and Office Orders enforced by the management from time to time in relation to conduct, discipline, Medical leave and holidays or any other matters relating to service conditions which will be deemed as Service Rules, Standing Orders, Settlements, Office Orders etc. and will *form* part of these terms of employment.

On termination of your employment, You will return to the management all the papers *and* documents relating to our **business** which are at that time in your possession and you will not retain any copy or extract there from.

Other terms and Conditions

The management reserves the right to merge, bifurcate or modify the above salary structure at any time at its sole discretion.

You shall have to submit an **authentic** proof of your age before joining.

If at any time during your employment, you are found guilty of misconduct or any willful breach or continuous negligence of the terms of this appointment letter or rules or dereliction of duties and/or instruction given to you from time to time, the management may without any notice or payment in lieu of any notice out an end and terminate your employment with the company/firm/organization. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your service and you shall, therefore, continue to be liable for all losses and damage to the management.



U prisor System Pvt. Ltd, 001, 4th-floor, City-Vista, Near Khara@ bypass, Kharadi Pune, 411014.
www.uprisorsystem .com

You will not resort to or in any way above any form of **strike or coercion or physical duress in connection** with any matter pertaining to your service or the service of any other employee.

You will not indulge actively or causes any act likely to affect the discipline that is expected from every employee of this company or associate with any such activities which may tantamount to act subversive of discipline.

Your appointment is being made on the basis of information given by you in your application for employment. in case any information as given by you is found incorrect or concealed at any **time, your services will be liable to be terminated** without any notice or salary in lieu thereof.

At the time of joining, you will be handed over **Company's** Personnel policy giving details of office timings, leave rules, **holidays** etc.

Wishing you a long association and bright career with us.

You are requested to read and give your **consent** by signing the appointment letter. This is to inform you that this **letter** will be null and void in case you do not report on the date and time specified herein.

Hard Copy of offer letter will be provided on joining date.

Your  sincerely,

HR Manager

Uprisor System Pvt. Ltd



4th Aug 21

Shrikrishna Vishnu Lavate
Pune,
Maharashtra
India.

Dear Shrikrishna ,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **4th Aug 21** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	11949.00
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)	597.00
C. GROSS STIPEND (A + B)	12546.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 12546.00** per month. Tax Deductions will be as applicable.

You are eligible for 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

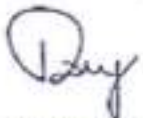
In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

For Conneqt Business Solutions Limited.



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: Shrikrishna Vishnu Lavate

Date: 3rd Aug 21





Company Confidential

12th Oct 21

Akshata Milind Hirulkar
Pune,
Maharashtra
India.

Dear Akshata,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **12th Oct 21** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	14286.00
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)	714.00
C. GROSS STIPEND (A + B)	15000.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 15000.00** per month. Tax Deductions will be as applicable.

You are eligible for 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

For Conneqt Business Solutions Limited,



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: Akshata Milind Hirulkar

Date: 12th Oct 21





Ph: +91 020 25670062
Fax: +91020 25660119
email: facility@uds.in
Website: www.uds.in

Mr. Pankaj Ganpat Salunke

APPOINTMENT LETTER

Dear Mr. Pankaj Ganpat Salunke

With reference to your application and subsequent interview, we are pleased to advise you that you have been selected as "BMS Operator" on contract at "ASCENDAS IT PARK (PUNE) PVT LTD-PUNE."

Date of Appointment: 22nd June 2021

You will be paid a Gross Salary with Bonus amount of Rs.16,500 /- (Sixteen Thousand Five Hundred Rupees only) per month. We will be deducting statutory contributions such as PF & ESI etc. You shall abide by the term & conditions & the rules of the company client ASCENDAS IT PARK (PUNE) PVT LTD-PUNE as in force from time to time.

Your faithfully

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Commercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thorapakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

Annexure

SALARY DETAILS	Amount (Rs)
Basic	12000
DA	0
House Rent Allowance	3500
Special Allowance	0
Bonus	1000
Gross Salary (With Bonus)	16500
PF	1440
ESIC	124
PT	200
Net Salary	14736

Note - Quarterly Leave Wages - Rs 1142/-

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Commercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thorapakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

16th Jun 2021

Simran Tiwari
Pune,
Maharashtra,
India.

Dear Simran,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **16th Jun 2021** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

TIWARI

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	14286.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 200% 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)	714.00
C. GROSS STIPEND (A + B)	15000.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 15000.00** per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 200% 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

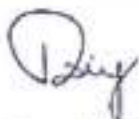
In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

For Conneqt Business Solutions Limited.



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: Simran Tiwari

Date: 16th Jun 21





FIDEL SOFTECH PVT. LTD.

Personal and Confidential

Employment Offer Letter

Date: 29th September 2021

Dear Sumeet Chikkmat,

Congratulations upon your selection and choosing Fidel Softech Pvt. Ltd. as your career choice!

We welcome you to the Fidel! We are pleased to offer you the position of **'System Administrator'** with us at our Pune office. The work Life at Fidel Softech is all about exciting new challenges and innovations. 'The New Assignment', 'The Office', 'The Culture' and 'Colleagues', await you. We invite you to be a part of Fidel Softech to make it even better place. The following are the Terms and Conditions of the offer.

This offer cum appointment letter has following terms and conditions applicable to you, with effect from **29th September 2021**

Your all-inclusive compensation will be **INR 2,52,000 per annum (Two Lakh Fifty Two Thousand Per Annum)**. The salary breakup is attached as Annexure B. The offer cum appointment letter is valid, subject to you clearing pre-employment medical checkup and background verification process.

Day and Date of	-	Monday, October 4 th , 2021
Reporting Time	-	10:00 AM
Dress Code	-	Business formals
Venue	-	Fidel Softech Pvt Ltd, Kalyani Nagar

Documents to be brought at the date of joining (Original documents to be brought for verification purpose only)

- 1) All Educational Certificates in original and 1 copy each.
- 2) Appointment letter, Relieving letter, experience certificate and salary certificate from last employer in original and 1 copy each
- 3) Provident fund number (if applicable)
- 4) Aadhar card in original and 1 copy
- 5) PAN Card Original and a copy
- 6) Contact details of previous employer – Address, phone, name and email ID of the contact person
- 7) 2 passport size photographs of self
- 8) Pre-employment medical checkup report
- 9) Salary bank account details – a canceled cheque

Company will initiate a background verification process and reserves the right to revoke/terminate the offer if a candidate does not clear the background verification check.

Fidel Softech, Pvt. Ltd | Marisoft IT Park 3 | 2nd Floor, West Wing, Pune -411 014 |
Phone No: +91-20- 4900 7803



FIDEL SOFTECH PVT. LTD.

Annex A : Compensation Plan

Component Name	Frequency	Amount Per annum	Amount Per Month
Basic	M	63,000	5,250
HRA	M	50,400	4,200
Edu Allowance	M	28,800	2,400
Statutory Bonus	M	12,000	1,000
Personal Allowance	M	71,240	5,937
PF	M	21,600.00	1,800
Gratuity	A	2,728	227
Group Insurance	A	2,232	186
Grand Total		252,000	21,000

You will be entitled for following benefits as per company policies.

- a) Medical Insurance of 3 Lacs
- b) Annual Privileged leaves - 15 days
- c) Annual Casual leaves - 6 days
- d) Annual paid holidays – 10 days
- e) All Leaves are governed as per the company policy.

Incentives will be based on individual & group target achievements. *(This clause is for only those who is getting incentive as part of compensation)*

Vishwakarma Global Education Services Private Limited

28 Dec 2021

To,
Siddhant Panachal,

Re: Offer Letter – Junior Software Engineer

Dear Siddhant Panachal,

This letter is to place on record details of your employment **Junior Software Engineer** with us and to confirm your joining package and other details in retrospect. We welcome you to join **Vishwakarma Global Education Services Pvt Ltd**, with your work ethics and passions, and the vision of the management, we will together build a great organization.

Your date of joining will be **Jan 03 2022**.

We are happy to inform you that you have qualified for the post of "**Junior Software Engineer**". We are pleased to offer you the position at a starting salary of **Rs 15,000/-** (Per month gross basis).

1. Remuneration:

1.1 The Management however may split this consolidated salary at its sole discretion as and when it becomes necessary to do so as consequence of any statutory provisions of the state or Central Act applicable to you.

1.2 Your performance will be reviewed at regular interval by the management.

1.3 The salary increment and career development is based on your performance. You do not have any automatic or vested right for increments to your salary or promotions. All increments and promotions to you are at the discretion of the company and depend on your performance, conduct, suitability and the requirement of the management. As per Policy of the Organization. (If Applicable)

1.4 In the matter of provident funds, **Junior Software Engineer** pension scheme, Bonus/ Ex- Gratia, Gratuity, Group Accident Provisions, Profession Tax, ESI if any, which are in force from time to time. You shall be entitled to Gratuity at the rate of one-month salary (Basic +DA) for every one-year service. Gratuity will be payable on separation of service only at the rate of last drawn monthly salary by you during service period. Gratuity is payable only as per the Payment of Gratuity Act.

1.5 For separation of employment after successful completion of the probation period, **1 month** notice period will be applicable by either party (**VGESPL** or the **Employee**)

1.6 If **Employee** leaves organization within 3 months from date of joining of **VGESPL** then he/she needs to reimburse all paid salary amount to **VGESPL**.

Vishwakarma Global Education Services Private Limited

Register office: 283, Budhwar Peth, Near – City Post office, Pune 411 002 Maharashtra, India

Tel No: 91 - 20 - 2452 - 5555

CIN: U74140PN1982PTC028763

Vishwakarma Global Education Services Private Limited

ANNEXURE -1

Sr.No.	Particulars	Amount (INR)
1	Basic	15,000/-
2	HRA	
3	Special Allowance	
4	Flexible Benefits Plan (FBP)	
5	Employer Provident Fund Contribution	
6	Gross CTC Salary	15,000/-
	Deductions	
7	Professional Tax	As per law
8	ESI	As per law
9	Income Tax	As per law
10	Provident Fund	As per law
	Total Deductions for the Month	

Notes:

1. Sr.no.4 bills to claim non-taxable in cases where applicable under (FBP)
2. Sr.no.4 The **Software Engineer** can claim exemption for Vacation in respect of any two (2) journeys in a block period of 4 years.

I agree and accept

.....
Siddhant Panachal,

Date: Dec 28 2021

Vishwakarma Global Education Services Private Limited
Register office: 283, Budhwar Peth, Near – City Post office, Pune 411 002 Maharashtra, India
Tel No: 91 - 20 - 2452 - 5555
CIN: U74140PN1982PTC028763

DataScienceLab

Be Data Smart

Address : Flat No-9, Kohinoor Corner, Jagan-Niwas Co-Op Hsg. Soc , S.No 40/, Bhau Patil Rd, Bopodi, 411020

Dated 11 Nov 2019

Pre Employment Offer Letter

Dear Mr. Aaditya Aagashe

With effect from 11th Nov 2019 we are happy to offer you the position of "**Software Developer**" with **DataScienceLab, Pune** on the following terms & conditions:

- Your joining starts at 15 June 2020.
- You might be placed at any project as and when required by the management.
- Either party can nullify this contract by giving a notice of 30 days.
- Your duties and assignments for this position will be those described to you in your orientation.
- Your remuneration will be INR 3 Lakh per annum.

We wish you all the best and long journey with us.

Best regards,



PREETI SUSHEEL PANDHU
Founder & Director
DataScienceLab
Preeti.Pandhu@datasciencelab.in
+91 9730074380

DataScienceLab

Be Data Smart

Address : Flat No-9, Kohinoor Corner, Jagan-Niwas Co-Op Hsg. Soc , S.No 40/, Bhau Patil Rd, Bopodi,
411020

Dated :- 21 Sep 2019

INTERNSHIP OFFER LETTER

Dear Mr. Aditya Agashe,

With effect from 21st Sept 2019 we are happy to offer you the position of **"Trainee –Associate Consultant"** with **DataScienceLab, Pune** on the following terms & conditions:

- Your internship period will be for one month starting from the date of your joining i.e. 23rd Sep 2019 and end date would be 22nd Oct 2019. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- You might be placed at any project as and when required by the management.
- Either party can nullify this contract by giving a notice of 10 days.
- Your duties and assignments for this position will be those described to you in your orientation.

We wish you all the best and long journey with us.

Best regards,



PREETI SUSHEEL PANDHU
Founder & Director
DataScienceLab
Preeti.Pandhu@datasciencelab.in
+91 9730074380



Ph: +91 020 25670062
Fax: +91020 25660119
email: facility@uds.in
Website: www.uds.in

Mr. Pankaj Ganpat Salunke

APPOINTMENT LETTER

Dear Mr. Pankaj Ganpat Salunke

With reference to your application and subsequent interview, we are pleased to advise you that you have been selected as "BMS Operator" on contract at "ASCENDAS IT PARK (PUNE) PVT LTD-PUNE."

Date of Appointment: 22nd June 2021

You will be paid a Gross Salary with Bonus amount of Rs.16,500 /- (Sixteen Thousand Five Hundred Rupees only) per month. We will be deducting statutory contributions such as PF & ESI etc. You shall abide by the term & conditions & the rules of the company client ASCENDAS IT PARK (PUNE) PVT LTD-PUNE as in force from time to time.

Your faithfully

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Commercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Saiar, Off. Old Mahabalipuram Road, Thorapakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax: +91 44 24961912

CIN-U74140TN2003PTC051955

• AHMEDABAD • BANGALURU • CHENNAI • COIMBATORE • DELHI • GOA • HYDERABAD • KOCHI • KOLKATA • MUMBAI • MYSORE • POONAWALLEE • PUDUCHERRY • THIRUVANANTHAPURAM • TRICHY



Ph: +91 020 25670062
Fax: +91020 25660119
email: facility@uds.in
Website: www.uds.in

Annexure

SALARY DETAILS	Amount (Rs)
Basic	12000
DA	0
House Rent Allowance	3500
Special Allowance	0
Bonus	1000
Gross Salary (With Bonus)	16500
PF	1440
ESIC	124
PT	200
Net Salary	14736

Note - Quarterly Leave Wages – Rs 1142/-

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Comercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office - No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thorepakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

• NHAWASAR • BENGALURU • CHENNAI • COIMBATORE • DELHI • GOA • HYDERABAD • KODAI • KOLKATA • MUMBAI • MYSORE • POONAWALLEE • PUDUCHERRY • THIRUVANANTHAPURAM • TRICHY

3rd August, 2022

To,
Rohit Nanaware,
Contact number: +91 87885 38936
Email: nanawarerohit502@gmail.com

Subject: Employment Letter

Dear Rohit,

Complete Java Classes (CJC) ("The Company") is pleased to offer you the position of Programming Mentor subject to the following:

- (1) You are required to join the Company on or before 6th August 2022. 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) Your tenure will start from 6th August 2020, and will be for upcoming Two Years from the date of joining.
- (3) 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.
- (4) You will initially be based at our office at Karvenagar, Pune.
- (5) The Company follows an employee appraisal only once in a year.
- (6) Use of computer facilities/Mobile device for personal reasons is strictly prohibited. You must return all the equipment's while leaving the job.
- (7) Your Annual CTC will be 2.4 LPA after the completion of Probation Period of 3 months from the DOJ. And During the Probation Period the CTC will be 2.0 LPA.

Regd Office: Office No 1(Ground floor), Above Rupam Sweets, Vikas Mitra Mandal Chowk Road, Near karvenagar

Stop, Pune-52



You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please meet Mrs. Sneha K. to complete the joining formalities.

Address:

Office No 1 (Ground floor),
Above Rupam Sweets,
Vikas Mitra Mandal Chowk Road,
Near Karvenagar Stop, Pune-52

AKSHADA

We understand that you may have queries during your joining period. We would encourage you to contact Mrs. Sneha K. for the same on completejavaclasses@gmail.com.

We welcome you to Complete Java Classes (CJC) and looking 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 CJC,

Mrs. Sneha K.
HR Head,
CJC, Pune,

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is

Name: _____

Date: _____

Signature: _____

Regd Office: Office No 1 (Ground floor), Above Rupam Sweets, Vikas Mitra Mandal Chowk Road, Near Karvenagar

Stop, Pune-52

prorigo

10 March 2022

Ms. Shruti Degaonkar
Pune

Dear Shruti,

Offer Letter

We are pleased to offer you to work as **Intern – Trainee Software Engineer** starting from **11 March 2022**.

1. You will be working at company's premises at **Pune**. You will be subject to the general rules of conduct, discipline, leave rules, holidays, hours of work, etc. that are prevailing in the company or may be brought into force from time to time.
2. You will work under probation period for 6 months or till the completion of your education. During the probation period, you will be paid a consolidated compensation of Rs.15,000 per month. After successful completion of your probation period and based on your performance, you will be offered 400,000/- CTC.
3. You will be required to undertake a Confidentiality Agreement effective for the duration of your work. The Confidentiality Agreement is to ensure that all proprietary information, documents, literature, invention obtained/made during your tenure with Prorigo Software will not be utilized by you at any point to undermine the interests of Prorigo Software.
4. You will be required to abide by the organization's policies in force from time to time.

Please acknowledge your acceptance by signing and returning the duplicate copy of this letter.

With warm regards,

Kishore Kumar



HEAD – Human Resource

I accept the above offer and my date of joining is: <u>11-March 2022</u>	
Name: <u>Shruti Anup Degaonkar</u>	
Signature: <u>Shruti</u>	Date: <u>10/03/22</u>



**Star Union Dai-ichi
Life Insurance**

Member of Star Union Group of Companies



10th March 2022

To,
Akshay Raut
B-901, Mont Vert Belair
Bhugaon
Pune - 412115

Dear Akshay,

Offer Letter: Software Development Engineer

With reference to your interview with us, we are pleased to offer you the position of **Software Development Engineer in Corporate Office**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Digital- Technology & Innovation, Corporate Office**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

4. (ii) Candidate who has worked with Star Union Dai ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.

Star Union Dai-ichi Life Insurance Company Limited

Registered Office: 11th Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.
Toll Free No.: 1800 266 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel: 022-7196 6200 | Fax: 022-7196 2811
Email: customercare@sudlife.in | Website: www.sudlife.in | IRDAI Regn. No. 142 | CIN: U66010MH2007PLCT174472

Trademark used under license from respective owners.

We mean life!



Star Union Dai-ichi Life Insurance

Member of
Star Union Bank Dai-ichi Life

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 1st February 2022.

Yours faithfully,

Dinesh Bojwani
Head – Human Resources

I, **Akshay Raut** have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:



MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **Akshay Raut** declare that;

1) I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

2) I suffer / have suffered from (mention if any):

If required I agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future in case I am found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

Please refer to Annexure B for details of documents to be submitted prior to joining.



Star Union Dai-ichi
Life Insurance

星 友 人 壽 保 險 有 限 公 司

To,
Akshay Raut
B-901, Mont Vert Belair
Bhugaon
Pune - 412115

10th March 2022

Dear Akshay,

Offer Letter: Software Development Engineer

With reference to your interview with us, we are pleased to offer you the position of **Software Development Engineer in Corporate Office**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Digital-Technology & Innovation, Corporate Office**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

4. (ii) Candidate who has worked with Star Union Dai-ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct and the company will be solely at the discretion of the



Star Union Dai-ichi Life Insurance

Star Union Dai-ichi Life Insurance Co., Ltd. | Star Union Dai-ichi Life Insurance Co., Ltd. | Star Union Dai-ichi Life Insurance Co., Ltd.

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 1st February 2022.

Yours faithfully,

Dinesh Bojwani
Head - Human Resources

I, Akshay Raut have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:

This document is for internal use only and should not be distributed outside the organization.

2069644 / ELTP-CAMPUS / 2022

27-May-2022

Subject: Letter of Intent

Dear Rutuja,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U** and **Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of **First Class/80%** or equivalent grade in all other courses completed by you prior to your qualifying academic course.
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in Annexure - A and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under probation for a period of **6 (Six) months** from the date of joining.
- o During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to Annexure - B for breakup of your intended Annual Salary package.
- o Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to Annexure - C for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least **2 years** from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid **Passport and Income Tax PAN Card** at the time of joining the Company.

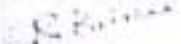


We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on CampusJoining@techmahindra.com

This Letter of Intent shall cease to be valid on 25-Nov-2022 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2069644 / ELTP-CAMPUS / 2022

27-May-2022

Subject: Letter of Intent

Dear Rutuja,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under **probation for a period of 6 (Six) months** from the date of joining.
- o During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- o Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

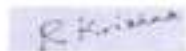
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on CampusJoining@techmahindra.com

This Letter of Intent shall cease to be valid on **25-Nov-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Annexure A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

To start learning courses use tmfh.udemy.com link.

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and JQuery	20.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	6.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	6
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2021	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2021	6.5
Communication	The Art of Communications ? Become a Master Communicator	3.25
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.36
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure C

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits.....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAL)	7387
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage : You would be enrolled under the Company's GPAL scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Caringly yours



Bajaj Allianz General Insurance Company Limited

**PRIVATE AND CONFIDENTIAL
LETTER OF INTENT**

05-Jul-2022

Vidhi Jain
Pune

Subject: Offer for the designation of Executive Trainee

Dear Vidhi,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be 07-Jul-2022. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

Bajaj Allianz General Insurance Company Limited

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

Name : Vidhi Jain
Date of joining : 07-Jul-2022
Location : MARVEL

Designation : Executive Trainee
Grade & Band : Trainee- TR

S.No. Components	Per month (Rs)	Per annum (Rs)
1. Basic	10,000	1,20,000
2. House Rent Allowance	4,000	48,000
3. Statutory Bonus	3,833	46,000
4. Personal Pay	13,219	1,58,631
5. Total - A	31,053	3,72,631
6. Provident fund (Company Contribution)	1,800	21,600
7. Gratuity as per Act	481	5,769
8. Total Retirals Pay - B	2,281	27,369
9. *Total Fixed Pay - A+B	33,333	4,00,000

- A. RULES for Personal pay package: Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Mediclaim Cover: You will be eligible to participate in Company's Group Mediclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statutes. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any law & without any separate/further notice/intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement Sheet, you will also be eligible for performance based Incentive as per the Company's internal policy and norms, from time to time. Please note that the payment of performance based incentive is solely Company's discretion. Further the



Bajaj Allianz General Insurance Company Limited

amount of performance based incentive will be paid to you only if you are actively serving on the rolls of the Company and not serving any notice period as on the date of disbursal /payout of such performance based incentive.

- H. The hiring is subject to completion of hiring formalities.
- I. The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 10/-, for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

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Cor
with

Bajaj Allianz General Insurance Company Limited

PRIVATE AND CONFIDENTIAL
LETTER OF INTENT

04-Jul-2022

Gauri Chavan
Pune

Subject: Offer for the designation of Executive Trainee

Dear Gauri,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be 07-Jul-2022. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,



Authorized Signatory

Bajaj Allianz General Insurance Company Limited

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

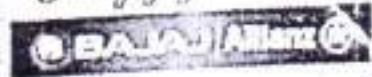
Name : Gauri Chavan
Date of joining : 07-Jul-2022
Location : MARVEL

Designation : Executive Trainee
Grade & Band : Trainee- TR

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	10,000	1,20,000
2.	House Rent Allowance	4,000	48,000
3.	Statutory Bonus	3,833	46,000
4.	Personal Pay	13,219	1,58,631
5.	Total - A	31,053	3,72,631
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	481	5,769
8.	Total Retirals Pay - B	2,281	27,369
9.	*Total Fixed Pay - A+B	33,333	4,00,000

- A. RULES for Personal pay package: Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Mediciclaim Cover: You will be eligible to participate in Company's Group Mediciclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statutes. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ Intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement sheet, you will also be eligible for performance based incentive as per the Company's internal policy and norms, from time to time. Please note that the payment of performance based incentive is solely Company's discretion. Further the

Caringly yours



Bajaj Allianz General Insurance Company Limited

Amount of performance based Incentive will be paid to you only if you are actively serving in the rolls of the Company and not serving any notice period as on the date of disbursement /payout of such performance based incentive.

- ii) The hiring is subject to completion of hiring formalities.
- i) The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 100/-, for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

Bajaj Allianz General Insurance Company Limited

**PRIVATE AND CONFIDENTIAL
LETTER OF INTENT**

05-Jul-2022

Gunjan Malik
Pune

Subject: Offer for the designation of **Executive Trainee**

Dear Gunjan,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be 07-Jul-2022. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment.

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,



Authorized Signatory

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

Name : Gurjeet Mohh
Date of joining : 07 Jul 2022
Location : MARVEL

Designation : Executive Trainee
Grade & Band : Trainee- TR

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	10,000	1,20,000
2.	House Rent Allowance	4,000	48,000
3.	Statutory Bonus	3,000	46,000
4.	Personal Pay	13,219	1,58,631
5.	Total - A	31,053	3,72,631
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	481	5,769
8.	Total Retirals Pay - B	2,281	27,369
9.	*Total Fixed Pay - A+B	33,334	4,00,000

- A. **RULES for Personal pay package:** Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Mediclaim Cover: You will be eligible to participate in Company's Group Mediclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statutes. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ Intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement Sheet, you will also be eligible for performance based Incentive as per the Company's Internal policy and norms, from time to time. Please note that the payment of performance based Incentive is solely Company's discretion. Further the

Caringly yours



Bajaj Allianz General Insurance Company Limited

amount of performance based incentive will be paid to you only if you are actively serving on the rolls of the Company and not serving any notice period as on the date of disbursement /payout of such performance based incentive.

- H. The hiring is subject to completion of hiring formalities.
- I. The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 10/-, for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

HRD/3T/1003313159/22-23

Mr. Devendra Pitaliya
Chinchwad Station
Pimpri Chinchwad, Pune
Pimpri chinchwad, pune-411033
India

Ph: +91-9503362310

Dear Devendra,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.06.30 15:46:28 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1003313159/22-23

Mr. Devendra Pitaliya
Chinchwad Station
Pimpri Chinchwad, Pune
Pimpri chinchwad, pune-411033
India

Ph: +91-9503362310

Dear Devendra,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **15-Sep-2022**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Devendra Pitaliya
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Devendra Pitliya			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Offer: Computer Consultancy
Ref: TCSL/DT20218087862/Pune
Date: 26/11/2021

Mr. Devendra Narendra Pitaliya
Neminath Bhavan Chinchwad Station,
Lokmanya Hospital,
Pune-411033,
Maharashtra.
Tel# -

Dear Devendra Narendra Pitaliya,

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 &

TCS Confidential
TCSL/DT20218087862

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nyct Tower, Ground Floor, S.No.110/1, 111, 112, 115, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 29 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Tower, Ground Floor, Nariman Point, Mumbai 400 021

TCS Career Services: 11/20/2021 11:11 Email: careers@tcs.com



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



APPOINTMENT LETTER

January 24, 2022

Dear Sakshi Chaudhari,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name:	Sakshi Chaudhari	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	11,667	1,40,000
Basket of Allowances (BOA)	12,308	1,47,700
Gross pay & Allowances	23,975	2,87,700
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,558	30,700
Statutory & Retirals Benefits	4,358	52,300
Cost to Company (OTE)	28,333	340,000

TecHealerz Solutions Private Limited



August 29th 2021

To,
Abhijit Ramesh Mankar
Ph.: 8855972425
Email: abhijitmankar88@gmail.com

Sub: Job Offer – Software Engineer

Dear Abhijit,

With reference to your application and subsequent interviews with our Technical team, we are pleased to offer you a full time position with our Organisation as Software Engineer.

This is a Work from Home position until the COVID-19 situation comes under control and will not require any travel during this time. Your joining date would be Monday, August 30th 2021.

You are required to submit the scanned copies of the following documents:

1. Aadhar card, PAN card and Passport
2. Educational qualification certificate(s)-10th, 12th and College Marksheets
3. Recent passport size photograph and latest Selfie photograph taken from your phone
4. Relieving letter and 3 months Salary slips from your previous employer
5. Two professional reference letters (other than relatives)
6. Experience Certificate(s) of all your previous companies

Please note that this offer of employment is subject to verification of your documents.

Kindly sign this document and send us the scanned copy acknowledging your acceptance of the above terms and conditions of the job offer latest by Sunday, August 29th 2021. You will be issued formal letter of appointment on your date of joining.

We look forward to welcoming you on board.

With best wishes,

For TecHealerz Solutions Private Limited

Jitendra
Kumar Tilak

Digitally signed by
Jitendra Kumar Tilak
Date: 2021.08.29
13:15:32 +05'30'

Managing Director

Accepted By: Abhijit R. Mankar

Date: 29/08/2021

Address- C2-1229, C2 BLOCK, PALAM VIHAR GURUGRAM Gurgaon HR
122017 IN

TecHealerz Solutions Private Limited



ANNEXURE TO THE OFFER

Name: Abhijit Ramesh Mankar

Designation: Software Engineer

Location: Gurugram, Haryana

Date of Joining: Monday, August 30th 2021

Dear Abhijit,

The break up of the Annual Salary is as below:

Details	Monthly	Annually
Basic and Allowances		
Basic Salary	14,583	1,75,000
House Rent Allowance	7,292	87,500
Special Allowance	4,861	58,333
Other Allowance	2,431	29,167
Gross Base Salary	29,167	3,50,000
PF @12% of Basic (Company's Contribution)	1,750	21,000
Performance Bonus (Paid Every Quarter)		35,000
Gratuity (Payable as per Gratuity Act)	-	8,413
	1,750	64,413
Total CTC	30,917	4,14,413

Jitendra
Kumar
Tilak

Managing Director

Digitally signed
by Jitendra
Kumar Tilak
Date: 2021.08.29
13:15:48 +05'30'

Accepted By:

Abhijit R. Mankar

Date:

29/08/2021

Address- C2-1229, C2 BLOCK, PALAM VIHAR GURUGRAM Gurgaon HR
122017 IN

OFFER OF EMPLOYMENT

Jun 10, 2021

To,

Ajinkya Jitendra Kamble

S/O: Jitendra Kamble

Waterlily B 13, Sukhwani Campus, Opp. S.T. Stand, Valibhnagar

Pimpri, Pune, Maharashtra - 411018

Position offered: Project Trainee

Hi Ajinkya,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

*Bonus will be paid proportionately during 2022 Diwali.

Your employment will be effective from Jun 14, 2021.

You will be on probation till Dec 13, 2021 and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X



Rupali Veerkar

VP - HR



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

THE WORLD'S
FAVOURITE
INDIAN

HR/DTEs 2022 Batch

13, Jul 2022

Offered Date : 13, Jul 2022

5828675/PCPC Pune-Pimpri Chinchwad Polytechnic College-Pimpri-Chinchwad/Mechanical

Rohan Ramesh Kalshetty
rohankalshetty07@gmail.com
Mobile No. 8975103268

Dear Rohan Ramesh Kalshetty,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Akurdi Works** on the following terms and conditions:

1. You will be designated as **Diploma Trainee Engineer**.
2. You are being informed clearly that this opportunity of Job Trainee is being given to you considering unforeseen pandemic of COVID 19 and with an intention to help the students who are appearing for final examination of Diploma/Degree in Engineering. As the final examinations could not take place due to Lockdown declared by the Governments, the Company under social obligation is offering this Training pre results of your examinations.
3. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
4. During the period of training, you will be paid a consolidated stipend of **Rs. 11,500/-** per month.
5. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from date of this appointment, then this Training will automatically come to an end and you will stand relieved.
6. You are further being informed that this is a time gap arrangement made by the Company due to COVID 19 situation. If you succeed in your coming final examination, then you will be converted in to Apprentice under Apprentices Act subject to fulfilling the conditions thereof and approval of apprentice Advisor. For any reason, even after passing of your examination, if you are not found to be eligible/suitable candidate or not approved by the Advisor, then the Company shall have right to terminate this appointment without any notice or pay in lieu thereof and without providing any reason to you.
7. After passing of your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will to come an end automatically.
8. The period of training will be up to the results of the final examination of the year 2020 Diploma/Degree in Engineering for which you are appearing. If you fail in your examination, your training will be concluded automatically and you will stand relieved within 8 days of your results. Therefore, this offer is subject to your obtaining a diploma from a Polytechnic/ Institute without failure in any term/ semester and your medical fitness to be certified by the Medical Officer of the Company.
9. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
10. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.



Ref : EV/HR/AT/168

Date : 05.07.2022

To,

Shubham Shankar Kumbhar

1068, Behind nirnala Mata church, Sakai Nagar, Vasai Thane Mumbai 401202

Dear Shubham,

With reference to your application and subsequent interview you had with us, we are pleased to offer you Industrial Education & Training opportunity in our Organization as "Associate Trainee" w.e.f. 05.07.2022 on following terms and conditions:

Your enrolment for training/education shall be for the Basic course ie for a period of One year starting from 05.07.2022 to 04.07.2023 and shall automatically come to an end on completion of one year.

Depending on your interest and availability of training facility at that time as well as based on your Training performance during the Basic level Training, you may be offered 2nd year Training ie for Intermediate Level. However there is neither an obligation on your part nor on company's part to impart further training.

You are being enrolled as Trainee in accordance with Standing Order applicable to the establishment. During this period, you will be paid stipend as per Annexure I attached along with this letter. You will not be entitled to any other Allowances / Incentive, etc. during the period of training.

Your training is liable to be terminated, without any notice or compensation in lieu of notice and without assigning any reason thereof.

During the training period, in case you wish to resign from your traineeship, you are liable to give 15 days' notice, failing which an amount of 15 days stipend shall be recovered towards notice pay. In addition, deductions towards issue of all Personal Protective Equipment, Uniform at the market rate and transport & canteen shall be recovered for the month.

You will be evaluated periodically during your training/education period. If you are failing in any of these evaluations on the criteria decided by the management e.g. learning ability, attendance, behavior on shop floor with other colleagues and superiors etc, your training will be discontinued.

You will be entitled to 15 days leave per year during your training period, proportionately every month.

Your initial place of training/education will be at our Training Centre located at Hinjewadi. The Management may however, transfer you for training in any other Center incl department / unit of the company or any associated companies currently in existence, or which may be set up in future at any place in India for on-the-training. This training / education is being offered on best effort basis.

Shubham Shankar Kumbhar

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal.Khed Pune 410501
Registered Office: TACO House Plot No 20/B Damle Path Off Law College Road Pune 411 004 Maharashtra India



The terms and conditions applicable to such other place / establishment will apply to you consequent upon your transfer for training. In the event of you not joining at the place of training, within 4 days of the date mentioned in the transfer order, you shall be deemed to have relinquished and left your training on your own accord.

If you remain, absent for any reason whatsoever, from your training requirement for a continuous period of 4 (Four) days or more without prior sanction, then in such an event, the Company shall consider that you do not intend to continue your training and that you have put an end to your training period at your own free will and accord.

During the training/education period you will be governed by the rules and regulations of the company applicable to you from time to time and you will not engage yourself in any trade, profession, or vocation directly or indirectly and whether for gainful purpose or otherwise.

You will, at all times maintain secrecy about information of any kind which have come to your knowledge during the course of your training/education including the business affairs, inventions, manufacturing techniques, processes of the company, its Collaborators, Subsidiaries, Associates, Customers and Suppliers.

You shall not give out any one by word of mouth or otherwise particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and / or organizational matters of confidential and secret nature, which may be your personal privilege to know by virtue of being Trainee

You shall be required to observe the timings and follow the rules and regulations and the code of discipline as applicable. You will receive on the job training in any shift as and when required by the Management.

It is your duty to keep the Company informed in writing with due acknowledgement, immediately of any change in your residential address or social status, otherwise the said information available in the records of the Company shall be treated as the true and correct information and all communications of whatsoever nature, that are sent to you by Registered Post AD to such address shall be deemed as served in a valid manner, whether served or returned un-served for any reason of whatsoever nature and the same shall be binding on you.

You will be responsible for machinery, tools and other items / materials entrusted to you from time to time. It will be your responsibility to keep all such machinery, tools and / or any other equipment's expressly entrusted to your custody in good, clean and working condition while you leave the training / education being provided by the company.

You shall be liable for a Medical check-up by a registered medical practitioner of company's choice at any time, prior or during the continuance of your appointment at the company. The Management may terminate your training/education if you are not found medically fit as per the medical standards prescribed by the company, without any notice or compensation. In this regard decision of the Medical Practitioner appointed by the company shall be final and binding on you.

Shubham Shankar Kumbhar

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal.Khed Pune 410501
Registered Office: TACO House Plot No 20/B Damle Path Off Law College Road Pune 411 004 Maharashtra India

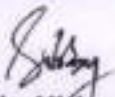


In all matters not specifically provided herein, you will be governed by all rules / regulations and orders of the company that are framed / modified and made applicable to your category of employees from time to time.

All communications between us shall be preferably in English. If you refuse to receive and acknowledge any communication when tried to be served in person, such refusal amounts to valid service and shall be binding upon you. Any communication meant for you, affixing on the notice board of the Company also shall be deemed as valid service upon you.

This training offer letter is issued to you on the understanding that all the information given by you in your application for training and/or documents / certificates is correct, true and complete. At any point of time, if it is found that the information given by you is false or incorrect or suppressed, this offer of training shall be treated as null and void and you shall cease to be trainee of the Company with immediate effect. Please sign and return the duplicate copy of this training letter in token of your having read, understood and accepted the terms and conditions mentioned herein.

Yours sincerely,
For Tata AutoComp Systems Limited – EV Division


Bobby Mishra
Senior Manager – HR

.....
The terms and conditions are explained to me in English / Hindi/Marathi and I fully understood. The same are accepted by me and will remain binding on me.

Shubham Shankar Kumbhar
.....

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal. Khed Pune 410501
Registered Office: TACO House Plot No 20/8 Damle Path Off Law College Road Pune 411 004 Maharashtra India

FORC/HR/

03.09.2022

To,

Mr. Mayuresh Mahadeo Shinde
A/P- Raje Shivaji Nagar, Sector 16, Chinchwad East,
Distt- Pune, Maharashtra
411019.

Sub: Engagement as Trainee Technician

Dear Mr. Mayuresh

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an opportunity of training at our plant at Chakan, Pune works on the following terms and conditions.

1. Training Period

You will be on training for 1 year from the date of joining.

2. Stipend

You will be paid stipend of Rs. 13,000/- p.m. during the training period.

3. Placement & Transfer

You will be liable to be placed in any department and also liable to be transferred to any other department / plant as required.

4. Working Hours

You will abide by whatever shift or duty hours that may be fixed in your case from time to time.

During the period of training, you will be eligible for leave as applicable.

5. Termination

During the period of Training of 1 year, the Company reserves its right to terminate your training at any time without notice in case your progress is not satisfactory. In case Company observes any irregularity in attendance or your non participation in training process, Company shall be entitled to terminate the training without any notice.

Contd...2

FORCE MOTORS LIMITED

CIN : L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE - 411 035, INDIA. Tel. : (+91) 20 27476381

Visit us at : www.forcemotors.com



6. General

- i) You will abide by the Rules & Regulations applicable to you which are in force for the time being, or may be framed from time to time.
- ii) You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs explained to you or observed by you during your association as Trainee.
- iii) Before joining our organization, you will be required to undergo a medical examination with the Company's Doctor for medical fitness.

7. Other

The Company is not under obligation to offer you an opportunity to work on regular employment on completion of training. Neither you are under obligation to accept any such offer, in case offered.

However, a satisfactory completion of training will enable you to have increased opportunities on employment market.

You are requested to communicate your acceptance of above terms and conditions and report immediately to our Chakan, Pune works for joining. You are also requested to bring at the time of joining, 5 photographs and copies of certificates in support of your educational qualifications, date of birth, etc.

Thanking you,

Yours faithfully,

For **FORCE MOTORS LIMITED**

RAHUL DAGA
AUTHORISED SIGNATORY

FORCE MOTORS LIMITED

CIN : L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE - 411 035, INDIA. Tel. : (+91) 20 27476381

Visit us at : www.forcemotors.com





Ref. No. 2022-23

Date: - 1st February 2023

To,
Umesh Kakasaheb Tone,
Shivarkar Chowk, Nr. Sane Chowk,
Pune, Maharashtra - 411062.

LETTER OF ENGAGEMENT

We are pleased to offer you an appointment as **Technical Fixed Term (FB)** in Tata Motors Limited, Pune for a fixed term on the following terms and conditions with effect from 9th February 2023.

1. TERM OF ENGAGEMENT

- a. It is categorically brought to your notice that your engagement will be for a fixed term and will come to an end after completion of one year i.e. on 8th February 2024 from the date of commencement of your engagement i.e. on 9th February 2023 and no further notice in this connection will be required to be given by the Company. Your relationship with the Company will come to an end at the expiry of the term of the said engagement i.e. on 8th February 2024.
- b. It may please be noted that you are being engaged in PVBU at Pune. The work on the said Project is likely to continue for a maximum period of one year and hence, you are being engaged for a specific purpose and for a specific period. It may also be noted that in case the above project comes to an end before completion of the period of one year then your engagement with the Company will automatically end. Similarly, due to any circumstances in case the work on the above Project gets extended beyond a period of one year, and your skills are required by the Company then your engagement will be extended for such further period by way of issuing an extension letter to that effect.

2. SALARY

You shall be paid emoluments as shown in Annexure 'A' to this letter of engagement. Besides this amount, you will not be eligible for any other payment or benefits.

3. DUTIES AND RESPONSIBILITIES

- a. You will be subject to the rules of the establishment as applicable from time to time and the prevailing laws applicable to you.

Authorized Signatory (TML)

Signature of Candidate

TATA MOTORS LIMITED

Wentanil 13-19 Nagindas Master Road Hutatma Chowk Mumbai 400 001
Tel: 91 22 6656 1600 Fax: 91 22 6656 1645 www.tatamotors.com CIN L28920MH1945PLC004520
Registered Office: Bombay House, 24 Horni Mody Street, Mumbai 400 001

**TATA MOTORS LIMITED**

Pimpri, Pune 411018

Name	Umesh Kakasaheb Tone	Pay Slip No.	1/P
Pers No.	00529496	Bank Code	411002013
Ticket No.	529496	Bank Name	State Bank of India
Cont Cent	1119831	Bank Branch	Chinchwad Station Br
C C Desc	TOOLS - PLANNING	Bank A/C No.	36538993535
Level	Technical FT	Emp. Group	Fix Term
Org Unit	TMCV:Operations:Pune CV Wrks:Tools Planning		
		Audhar	391258615499
		UAN	101905262984
		Basic	6750.00

Payments		Deductions	
Basic	6,314.52	Ee PF contribution	1,122.00
Flexi Pay	3,032.84	Ee ESI contribution	94.00
HRA Allowances	3,157.26	Profession Tax	200.00
		Canteen Coupons (Pimpri)	50.00

Total Payments	12,504.62	Total Deductions	1,466.00
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Projection for financial year		Net Pay	11,038.62
--------------------------------------	--	----------------	------------------

Gross Salary	22,052.47	Cumulative	
Aggr. Dedn-P. Tax & Std Ded	22,052.00	Ee PF contribution	1,978.00

Leave Balances

Atten/Absence	Days in Month	Days Paid	Days Not Paid	Leave Position	Privilege Leave	Sick Leave	Casual Leave
Current Month	31.00	29.00	2.00	Yr. Opening Bal	0.00	0.00	0.00
		0.00		Availed	0.00	0.00	0.00
				Closing Balance	0.00	0.00	0.00

Pl complete UAN E-Nomination on EPFO by 30.04.23

* This is an electronically generated statement and should NOT be relied upon unless it is signed & certified by a competent person from the company



ManpowerGroup Services India Private Ltd.
Suite No. A, 1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001

Date: **07/Apr/2023**

Name: **Vishal Dipak Phakatkar**
Address: **Rakshewadi Rajgurunagar Tal-khed Dist-Pune 410505**
Employee ID: **100602822**

Subject: FIXED TERM CONTRACT

Dear Vishal Dipak Phakatkar

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Engineer** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **07/Apr/2021**

End date of Assignment: **06/Apr/2024**

Gross Salary per month: **27496.4**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For **ManpowerGroup Services India Private Limited**

Signature


Dipankar Das
Head Staffing Operations

Accepted By
Vishal Dipak
Phakatkar



ManpowerGroup Services India Private Ltd.
Suite No. A, 1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001

The notice period for termination shall be in accordance with the following schedule:

Duration of Assignment	Notice Period
2 weeks or less	3 days
> 2 weeks to 1 month	1 week
1 month to 6 months	2 weeks
> 6 months	1 month

- (a) Information / detail/s provided by Temporary Staff to ManpowerGroup and in his/her resume which is taken as correct especially the information pertaining to age, educational qualifications, experience marital status and previous employment.
- (b) If relieving letter of previous employer is not provided / submitted, the offer and acceptance is subject to production of relieving letter within the time granted by ManpowerGroup.
15. In the event of any discovery / information made known to or available with ManpowerGroup with reference to any fraud, mis-statement, incorrect particulars or misinformation or suppression of any detail / material fact on any account leading to the mistaken offer of fixed term contract of service having been made / acted upon by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary compensating the actual loss suffered by them on account of such act/s.
16. In the event of Temporary Staff not producing the relieving letter from his / her previous employer [if applicable] within the stipulated time or due to any indulgence granted by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary Staff compensating the actual loss suffered by them on account of such act/s.
17. This Agreement shall be governed by and construed in accordance with the laws of India and the relevant State Govt and all disputes shall be subject to New Delhi Courts Jurisdiction.

I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

For ManpowerGroup Services India Private Limited

Signature

Dipankar Das
Head Staffing Operations

Accepted By

Vishal Digok Phakotkar



HRD / RC / TEM / APMT /P201&9/PSS200207

P. No. : 562186

Date : 02-Sep-2020

Ms GUNJAN DINESH MULIK
PAVANI APARTMENT INDRAYANI NAGAR HAVELI-411039

Dear Mr / Ms MULIK

Further to the interview and medical test you had with us for a temporary post, we are pleased to inform you that you have been selected for appointment as a Temporary **SUITABLE POST** against a temporary vacancy in our organisation and now offer you temporary appointment on the following terms and conditions :

- 1) Your appointment will be purely on a temporary basis for a period of seven months from the date of your joining duties. It will stand automatically terminated at the expiry of the above mentioned temporary period adjusted to the nearest following Saturday of the expiry date or even earlier at the discretion of the management if the temporary work to be assigned to you comes to an end before the above mentioned period, without assigning any reason, notice or compensation in lieu thereof.
- 2) Your temporary employment is also liable to be terminated forthwith, if at any time during the period of the temporary employment your attendance, performance, conduct and / or general behaviour is found by us to be unsatisfactory.
- 3) During your temporary employment you will receive a total remuneration of Rs. ****14,365.00**** per month as follows:
Consolidated Wages (Basic + DA) Rs. ****11,650.00****, Personal Allowance Rs. ****1,570.00****, HRA Rs. ****601.00****
Health Allowance Rs. ****234.00****, Uniform Maintenance Allowance Rs. ****310.00****. The above remuneration is fixed for the tenure of your appointment with us.
- 4) The Company may consider, depending on availability, providing transport facility to you for your travel to the Works and back subject to the rules and regulations in force.
- 5) Your Salary would be deposited every month in your bank account only. You are therefore required to open a bank account either with ICICI or HDFC or any other bank having core banking facility.
- 6) Please note that this temporary appointment will in no way confer on you any right for claiming permanent or temporary employment in the Company in future.
- 7) You will be governed by all the applicable rules and regulations in force in the Company including Standing Orders.
- 8) At the time of joining duties, you will have to bring with you the certified true copies of all the Certificates and Testimonials (including Clearance / Release Certificate from your previous employer, if any) for our records together with their originals for verification and two recent stamp size photographs.
- 9) Your appointment shall be liable to be terminated without any notice in case anytime in future, it is revealed that you have given illegal gratification to any person in the employment of the Company or otherwise for securing this appointment. The decision of the Company in this regard shall be final.

If the offer of temporary appointment on the above terms and conditions is acceptable to you, please sign the attached copy of this letter as a token of your acceptance and return the same to us.


You are required to join latest by **02-Sep-2020**. On joining, please report to the Recruitment Department, of Car Plant at 8.30 a.m. On your failure to join on the due date, the offer of appointment made to you will automatically stand withdrawn.

Yours faithfully,

For Tata Motors Limited


Abhishek Thigale

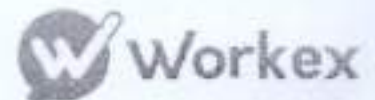
Senior Manager (Employee Relations)


3/9/20

TATA MOTORS LIMITED
Passenger Vehicle Business Unit

Corporate Office:

#555, 3rd Floor, Axis Padegal, 9th Cross
Road, J P Nagar 3rd Phase, Bengaluru -
560078



Dear Darshan Galkwad,

It is my pleasure to offer you a position at our Client Location in the role of **Senior Associate** – (Lonavala, Khopoli). Your date of joining is **10th September 2020**.

You will on the payroll of **Workex Solutions and Services Private Limited**.

Your last working day will be 25th September, 2020, if you are able to onboard 25 merchants in the given period of time then we can consider to extend your tenure till 30th September, 2020.

A. SALARY DETAILS:

CTC per Annum	₹ 360000
CTC per Month	₹ 30000
Gross Salary per Month	₹ 28050
Net in Hand per Month	₹ 26250
Monthly Performance Bonus	As per Incentive Structure

Kindly accept the offer and revert with the confirmation. Please feel free to reach out to me in case you have any questions.

Best regards,
Shubham Kishore
Workex

House No. 405, Anand Nagar, Rewari, Haryana - 123401

CIN NO.: U74999HR2017PTC067282, E-mail- support@workex.xyz Phone Number: +91 80 5065 5611

Corporate Office:
#555, 3rd Floor, Axis Padegal, 9th Cross
Road, J P Nagar 3rd Phase, Bengaluru -
560078



Dear Darshan Galkwad,

It is my pleasure to offer you a position at our Client Location in the role of **Senior Associate** – (Lonavala, Khopoli). Your date of joining is **10th September 2020**.

You will be on the payroll of **Workex Solutions and Services Private Limited**.

Your last working day will be 25th September, 2020, if you are able to onboard 25 merchants in the given period of time then we can consider to extend your tenure till 30th September, 2020.

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Gross Salary per Month	₹ 28050
Net in Hand per Month	₹ 26250
Monthly Performance Bonus	As per Incentive Structure

Kindly accept the offer and revert with the confirmation. Please feel free to reach out to me in case you have any questions.

Best regards,
Shubham Kishore
Workex



Date :25 May 2021

Sohail Jamil Shaikh

Building No 13,Mehta Park,DO Ambedkar Ro

Ad,Opp Shivaji Vidyalay, dehuroad, Kival

Pune (D)-412101

Sub: Employment Letter

Dear Sohail,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as CCE in the Operations with CONNEQT Business Solutions Limited (The Company) with effect from 25 May 2021 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 163860.00 In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 189600.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 25 May 2021. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Pune - Devi IT Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque



You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.
Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.

Tony Jacob Joseph

Assistant Vice President - Human Resource

I accept the terms of this letter

Q CONNEQT

BUSINESS SOLUTIONS LIMITED

Name Sohail Jamil Shaikh
Grade 1QA
Designation CCE

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	5530.00	66360.00
House Rent Allowance	3318.00	39816.00
Other Allowance	4346.00	52152.00
Advance Statutory Bonus	461.00	5532.00
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 INCENTIVE @ Meeting Expectation(100%)	0.00	0.00
C. MONTHLY GROSS (A+B)	13655.00	163860.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act, 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1185.00	14220.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	266.00	3192.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	444.00	5328.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	250.00	3000.00
E. TOTAL COST TO COMPANY (C + D)	15800.00	189600.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act, 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1185.00	14220.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	102.00	1229.00
<p>Perks & Special Allowances: This will be based on Employee's grade + House rent allowance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.</p>		



I accept the terms of this letter





A TCS - SBI Enterprise

Offer : CC
Ref : CE/HRO/2021-22/022
Date : 4/21/2021

Sub: Letter of Offer and Terms of Employment

Dear Ms. Vrushali Shantaram Patil,

Thank you for your interest in exploring career opportunities with C-EDGE Technologies Limited.

We are pleased to make you an offer of employment in C-EDGE Technologies Limited as Assistant System Analyst- Trainee in T1, as per the C-EDGE grade structure.

Your employment posting would be at Mumbai. However, you could be posted anywhere in or outside India, depending upon the Company's requirements.

The terms and conditions of this offer, including benefits, as applicable to you, are detailed below with this letter. Your Gross Annual Salary is detailed in Annexure 1.

Kindly confirm your acceptance of this offer by, proposing the earliest date of your joining in Annexure 2. This offer stands void by the sole discretion of C-EDGE Technologies Limited, if the acceptance is not signed and returned to us within 10 days from the issue of the offer.

You will be required to undertake the pre-employment joining formalities as applicable, should you wish to accept this offer. This offer will be valid subject to your qualifying all the pre-employment joining formalities as applicable for C-EDGE Technologies Limited.

We wish you all the very best for a prosperous and enriching career with C-EDGE Technologies Limited.

Yours Sincerely,
For C-EDGE Technologies Limited

Ms. Cheryl Maria DCosta
Head Human Resources

C-Edge Technologies Ltd.

9th Floor, A-Wing Lodha i-Think Techno Campus, Pokharan Road No.2, Thane (West) - 400 607.
Tel 91 22 5550 3000 e-mail corporate.office@cedge.in website www.cedge.in
Registered Office: BanyanPark, Suren Road, Andheri (E) Mumbai 400 093 India

Annexure 1

Benefits - Monthly

Basic Salary: Your Salary will be Rs. 23037/- per month.

House Rent Allowance: You will be eligible for HRA allowance of Rs. 2865/- per month. To avail tax benefit on this amount, you have to submit a valid Rent Agreement & your monthly rent receipts to the HR/ Finance department.

Conveyance: You will be eligible for conveyance allowance of Rs. 1250/- per month. Conveyance allowance up to a certain limit is exempt from tax.

Telephone Allowance: You will be eligible for Telephone Allowance of Rs. 1250/- per month. This amount is subject to tax, as per the Income Tax laws applicable.

Leave Travel Assistance: You will be eligible to Leave Travel Allowance up to Rs.5729/- this year. This amount would be credited on a monthly basis & is subject to tax, as per the provisions of the Income Tax Act 1961.

Sundry Medical Reimbursements: You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family on a monthly basis, subject to a maximum of Rs. 15000/- per annum.

Monthly Allowance: You will be paid a monthly allowance of Rs. 8216/- per month. This amount is subject to tax, as per the Income Tax laws applicable.

Benefits - Annual

Bonus as per the Payment of Bonus Act, 1965: You will be entitled to Bonus as per the eligibility of the Payment of Bonus Act, 1965.

Yearly Performance Incentive: You would be eligible for a Yearly Performance Incentive of Rs. 11000/- for this financial year. The disbursement of the performance payment will be dependent on mutually agreed goals and targets set by your supervisor and you achieving your target during the year.

If you have joined during the current financial year, all the above would be paid on 50% & pro-rata basis from your date of joining C-EDGE Technologies Limited. The bonus will be distributed on monthly basis. In case, you leave organization before one year from your date of joining, Performance Incentive paid shall be recoverable in Full & Final Settlement.

Post completion of Probation and appraisal cycle Performance bonus would be distributed on monthly basis based on the rating received and percentage decided by the management.

Disbursement of Performance bonus is purely based on management decision.

C-EDGE

A TCS – SBI Enterprise

Offer : CC
Ref : CE/HRO/2021-22/022
Date : 4/21/2021

Sub: Letter of Offer and Terms of Employment.

Dear Ms. Vrushali Shantaram Patil,

Thank you for your interest in exploring career opportunities with C-EDGE Technologies Limited.

We are pleased to make you an offer of employment in C-EDGE Technologies Limited as Assistant System Analyst- Trainee in T1, as per the C-EDGE grade structure.

Your employment posting would be at Mumbai. However, you could be posted anywhere in or outside India, depending upon the Company's requirements.

The terms and conditions of this offer, including benefits, as applicable to you, are detailed below with this letter. Your Gross Annual Salary is detailed in Annexure 1.

Kindly confirm your acceptance of this offer by, proposing the earliest date of your joining in Annexure 2. This offer stands void by the sole discretion of C-EDGE Technologies Limited, if the acceptance is not signed and returned to us within 10 days from the issue of the offer.

You will be required to undertake the pre-employment joining formalities as applicable, should you wish to accept this offer. This offer will be valid subject to your qualifying all the pre-employment joining formalities as applicable for C-EDGE Technologies Limited.

We wish you all the very best for a prosperous and enriching career with C-EDGE Technologies Limited.

Yours Sincerely,
For C-EDGE Technologies Limited

Ms. Cheryl Maria DCosta
Head Human Resources

C-Edge Technologies Ltd.

9th Floor, A-Wing Lodha i-Think Techno Campus, Pokharan Road No.2, Thane (West) – 400 607,
Tel 91 22 5550 3000 e-mail corporate.office@cedge.in website www.cedge.in
Registered Office: BanyanPark, Suren Road, Andheri (E) Mumbai 400 093 India

Annexure 1: Gross Salary Sheet

GROSS SALARY SHEET

Name	Vrushali Shantaram Patil
Designation	Assistant System Analyst- Trainee
Grade	T1

Compensation Details: (All Components are in INR)

Particulars	Monthly	Annual
1) MONTHLY COMPONENTS		
Basic	7729	92748
HRA	2865	34380
Conveyance	1250	15000
Telephone Allowance	1250	15000
Leave Travel Assistance	477	5729
Sundry Medical allowances	1250	15000
Monthly Allowance	8216	98592
Monthly Gross	23037	27500
2) ANNUAL COMPONENTS		
Bonus as per Payment of Bonus Act (if applicable)		
3) Retrials		
Provident Fund	687	8244
Gratuity		3305
Total Retrials Benefits		11549
4) Yearly Performance Incentive		11000
Total Gross	(1 + 2 + 3+4)	300000

Winsoft/HR/Offer/21-22/19

Apr 26, 2021

Mr. Rahul Ghawali
Karla Farms, at karla,
Post Kamshet, 410405

Subject: Appointment for the Consultancy services

Dear Rahul,

We are pleased to accept your consultancy services as "**Consultant**" for our organization as per the following details:

Date of Start : On Apr 27, 2021

Consultancy Location: Pune

Consultancy Fees : Your consultancy fees will be Rs.14,000/-(Rupees Fourteen Thousand Only) per month.

Your consultancy services with us will be subject to receiving all the documents as per **Annexure - A**.

This appointment is valid on the afore stated start date & subject to the submission of the accepted copy of the resignation letter of the current organization **within 1 working day** from receipt of this letter.

Please sign the duplicate copy of this letter as a token of your acceptance. On joining the Company, you will be issued an appointment letter explaining the terms and conditions & bond agreement copy to sign.

We welcome your decision of rendering services to Winsoft, and I am sure that we will enjoy a mutually rewarding association.

Best wishes for a long career with us.

For Winsoft Technologies India Pvt. Ltd

I accept the above terms and conditions
Rahul Ghawali

Ajit Bhansali
Director

Signature of the Candidate

Date of Joining



Offer: Computer Consultancy
Ref: TCSL/DT20207356347/Pune
Date: 10/01/2021

Mr. Jai Sunil Singh
A-206, Ramdev Enclave Ramdev Park Road,
Sai Suman Restaurant,
Mira Road-401107,
Maharashtra.
Tel# 091-8452034775

Dear Jai Sunil Singh,

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 &

TCS Confidential
TCSL/DT20207356347

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No. 103/A/1/129, CTS 199L, Nagar Road, Yerwada, Pune - 411 006 India

Tel: 91 20 6606 7777 Fax: 91 20 6606 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 10th Floor, Nariman Point, Mumbai 400 021



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.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[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



Mask Polymers Pvt. Ltd.

RUBBER & TEFLON® PRODUCTS

Call No - 009/110, Village Anala, Tal. Masal, Dist. Pune - 410 507, Maharashtra (INDIA)
Phone - 912114307300, E-mail - mask@maskpolymers.com Website : www.maskpolymers.com



Date: 21/10/2020

To,

Mr. Debendu Suvendu Roy
Kridama Kunj, Tungarli,
Lonavala, 410403

Appointment Letter

Dear Mr. Debendu,

Congratulations!!!

With reference to the interview you had with us, we are pleased to appoint you as a **"TRAINEE-IT"** in our organisation with effect from **21/10/2020 to 20/10/2021** on the following terms and conditions

You will be on training period for a period of 1 year from the date of your joining.

Your stipend will be Rs. 11,000/- p. m.

You will abide by all rules and regulations of the Company, which are in operation from time to time.

During your employment, you will be subject to the Standing Orders and/or service conditions applicable from time to time to the establishment where you are required to work. Your other service conditions will be the same as for the employees in your category in the organization.

During the continuance of your employment with us and thereafter you will keep all the secrets and will not divulge to any person, firm or company whatsoever (other than to the Directors of the Company or to their authorized representatives) your salary, increments and emoluments as also such secrets or confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company, its subsidiaries, associates or customers and suppliers.

You will not, during the continuance of your employment with us, undertake, carry on alone or in partnership nor be directly or indirectly employed or concerned with as principal, agent, clerk, assistant, servant or otherwise in any other business, trade or profession in any capacity whatsoever. You will devote your time and attention to your duties with us.



Mask Polymers Pvt. Ltd.

RUBBER & TEFLON® PRODUCTS

Gat No. 109/110, Village Ambi, Tal. Maval, Dist. Pune - 410 507. Maharashtra (INDIA)
Phone : +912114307186, E-mail : mask@maskpolymer.com Website : www.maskpolymers.com



ISO 9001:2008

In the event of your services being confirmed in writing, it is hereby agreed and understood that you shall retire from the service of the Company on attaining the age of 60 years.

The Company may, after confirmation, terminate your services by giving you one month's notice in lieu of notice. Provided, however, that no notice or salary in lieu of notice will be required to be given in case your services are terminated for any misconduct. Should you, however, desire to sever your connections with the company after confirmation, it will be necessary for you to give one months' notice to the company of your intention to do so?

Upon the termination of your employment, you will return to the Company all tools, spares documents and any other articles and/or copies thereof belonging to the Company which may at the time be in your possession.

Your appointment is subject to your producing all the documentary evidence and certificates in original of your age and qualifications as stated by you in the employment application form.

It is clearly understood and agreed that if any statement made by you in our standard application form is found to be erroneous and/or suffers from any omission which tends to mislead the Company, then such error or omission will constitute sufficient cause for termination from the services of the Company at any time during employment.

You are required to communicate to the Company any change in your present address, failing which, the last known address on the Company's records will be taken as the current address for all communications to you.

Please sign the duplicate copy of this letter as token of your acceptance to this letter.

We wish you all the best in Mask Polymers Pvt. Ltd!!!

For Mask Polymers Pvt. Ltd.

Authorized Signatory

[Handwritten signature]



Date: Dec 23, 2020
Offer No : QS2086829

POONAM NAGURAO GAJBHARE

123456

FIXED TERM EMPLOYMENT CONTRACT

Dear **POONAM NAGURAO GAJBHARE**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to SAMSUNG INDIA ELECTRONICS PRIVATE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JAN 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from JAN 01, 2021 to DEC 31, 2021.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at PUNE.



Riya Confidential

Offer No : QS2086829

Page 1

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandar Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2086829** Associate Name: **POONAM NAGURAO GAJBHARE**
 Designation: **SEC** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12568	150816
House Rent Allowance	4131	49572
Statutory bonus	1047	12564
Gross Salary	17746	212952

Employer's Contribution		
Employer_esi	577	6924
Employer Provident Fund	1634	19608
Total Contribution	2211	26532
Cost to Company: (CTC)	19957	239484

Deduction: (Subjected to change)		
Employee Esi	134	1608
Provident Fund	1508	18096
Total Deduction	1642	19704
Net Take Home	16104	193248

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.



Ikyo Confidential

Offer No : QS2086829

Page 7

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
 3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.



Offer Letter

Name: Arshad Sadik Ali
Date: Wednesday, July 22, 2020

Dear Mr. Arshad Sadik Ali,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 28, 2020**. Your work location would be **Mumbai / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Aishvary . (TNL201611035)
Role Location : Mumbai
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



TATA COMMUNICATIONS

Registered Office: VSB Mahatma Gandhi Road,
Fort Mumbai-400 001, Maharashtra
Tel no:+91 22 6657 8765; Fax:+91 22 6725 1962
CIN:L64200MH1986PLCO39266
Website:www.tatacommunications.com
Email:manish.sansi@tatacommunications.com

Date:25/05/2020

Company Confidential

Mr. Abhishek Kulkarni,

Pune.

Dear Abhishek,

Sub: Letter of Intent

With reference to your application and subsequent interaction we are pleased to offer you an Employment as **Network Analyst Engineer** in the Operations Function with Tata Communications Limited with effect from 25/05/2020 on the following terms and conditions.

You would be paid an annual compensation and benefit package totaling to an Annual CTC of **Rs. 4,58,000.00** as detailed in "Annexure A" to this appointment letter subjected to all the relevant tax laws.

You will be initially posted to our Pune Office. The company may transfer your services to any of the existing office(s)/department(s)/division(s)/sections of the Company including any of its subsidiaries / holding / associate company or in India or abroad.

Your employment with the company can be terminated upon 90 days prior notice by either side. However the Company reserves the right to, at its sole discretion; substitute the 30 Days prior notice by paying you salary for 30 Days in lieu thereof. Though if not certified during the training period the company has authority to terminate the employee without prior notice.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining / in connection with your joining shall be recovered from you. The company also possess the right to recover the training expenses incurred (as employee signed a bond with company).

Tata Communications Limited

VSB Mahatma Gandhi Road,

Fort Mumbai-400 001, Maharashtra



You will be on probation for a period of six months from the date of joining the company, post which you will be deemed confirmed unless you will receive an extension probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

From Tata Communications Limited.

I accept the terms of this letter

Avinash Prasad

Vice President |Human Resources

Tata Communications Limited
VSB Mahatma Gandhi Road,
Fort Mumbai-400 001, Maharashtra



**Pawana Infra
Development Pvt. Ltd.**

Raut Padi Vasti, Mamurdi, Dehu Road,
Tal. Haveli, Dist. Pune-412 101

DATE : 01/11/2020

Dear Mr. HELAMBKAR KULDIP ESHVER

Re: Appointment to the Junior Engineer

We are pleased to informing you of your appointment to the position of **Junior Engineer** within our Organization PAWANA INFRA DEVELOPMENT PVT LTD. In that position w.e.f- 3rd November 2020.

This Letter of Appointment and the attached Appendices will form your Contract of Employment.

Your employment may be terminated by the employer providing 4 weeks' notice or payment made in lieu thereof. You may terminate your employment by providing 4 weeks' notice. Your employment will be terminated summarily for any of the reasons listed in Appendix A attached to this letter of appointment.

In that position you will be required to work as per Companies schedule.

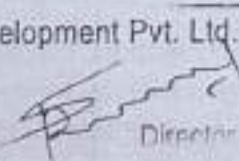
A Salary Details listed in Appendix B

We look forward to a mutually beneficial association

If you have any queries regarding any aspects of your appointment or the terms and conditions of your employment, please contact Mr. Parshuram Shinge.

Yours faithfully,

Pawana Infra Development Pvt. Ltd.



Director

Authorised Signatory



Appendix A

Summary Termination

At any time, the Employer may by notice in writing summarily terminate the services of the Employee under this agreement if the Employee:

- Engages in any act of commission or omission constituting serious misconduct in respect of their duties;
- Wilfully fails or neglects to perform or carry out their powers, functions or duties in an agreed manner;
- Commits a serious or persistent breach or non-observance of any of the provisions of this agreement
- Is engaged in any conduct which may tend to injure the reputation or standing of the Employer;
- Refuses or neglects to comply with any lawful and reasonable order given to you by the Employer or any other person duly authorised by the Employer;
- Wilfully breaches the confidentiality of any client/customer/patient, Employee or the Employer
- Attends for work under the influence of drugs and/or alcohol.

Appendix B

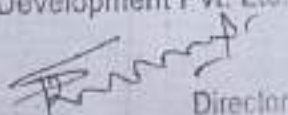
Salary Details

As salaries are paid Monthly by Cheque /NEFT payment only.

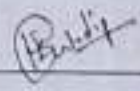
The Employee shall be paid the of Rs.180000.00 gross per annum (gross Rs.15000/month, PF ESIC and PT as per Gov norms.)

Effective from 3rd November 2020 and from the first full pay period commencing after the date this Contract is signed by the Employee.

Pawana Infra Development Pvt. Ltd.


Director

Authorised Signatory

Accepted By 





Dhruv Consultancy Services Limited

501, Plot No. 67, Pujit Plaza, Opp. K-Star Hotel, Sector-11, C.B.D. Belapur, Navi Mumbai – 400 614
Telefax No. +91 22 27570710, Mobile: - 09619497305, Website: www.dhruvconsultancy.in
Email ID: services@dhruvconsultancy.in, info@dhruvconsultancy.in, CIN No.U74999MH2003PLC141887

LETTER OF APPOINTMENT

Ref No. DHRUV/HR/AL/ 198 /2020

Date: 15.07.2020

Name : Mr. Akshay Dilip Mhatre

Address : 'Vithai Nivas', Ashtavinayak Society,
Chinchapada, Pen

Mobile No. : 9028664268 (akshaymhatre512@gmail.com)

Ref : Offer Letter Dated: 20.05.2020.

Dear Mr. Akshay,

We are pleased to appoint you in our organization as '**Junior Engineer**'.

- o Your emolument is already communicated to you vide our aforesaid offer letter.
- o This appointment will be with effect from 20.05.2020.
- o You will be based at MORTH- Pen Khopoli project site.
- o Your appointment will be governed by the policies, rules, regulations, benefits and terms and conditions of DCSL as applicable to you and the changes therein from time to time.

You are requested to accept and sign this appointment letter for our records.

We welcome you as a member of Dhruv Consultancy Services.Ltd.

For Dhruv Consultancy Services. Ltd

Manager- Human Resources



Date :11 April 2022

Jinashkumar Raju

Aundh,Pune-410401

Pune (D)-410401

Sub: Employment Letter

Dear Jinashkumar,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as Executive in the Operations with CONNEQT Business Solutions Limited (The Company) with effect from 11 April 2022 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 185255.00 In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 224604.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 11 April 2022. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Pune - Dev IT Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.

Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

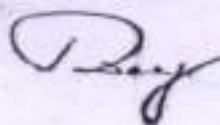
In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.



Tony Jacob Joseph

Associate Vice President - Human Resource

I accept the terms of this letter



Q CONNQTT

BUSINESS SOLUTIONS LIMITED

Name Jinashkumar Raju
Grade 1A
Designation Executive

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	6551.00	78611.00
House Rent Allowance	3931.00	47172.00
Other Allowance	4410.00	52920.00
Advance Statutory Bonus	546.00	6552.00
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 INCENTIVE @ Meeting Expectation(100%)	936.00	11232.00
C. MONTHLY GROSS (A+B)	16374.00	196487.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1316.00	15792.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	315.00	3780.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	532.00	6384.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (C + D)	18717.00	224604.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1316.00	15792.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	123.00	1474.00

Perquisite Fund Contribution will be based on (Basic Salary + House Rent Allowance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.

Raj

I accept the terms of this letter

Jinash



Auto Cluster Development And Research Institute

(Supported by: Govt. of India, Ministry of Commerce & Industry New Delhi, PCMC & MCCIA)
Website: www.autoclusterpune.org | Email: info@autoclusterpune.org



Mr. Abhilash Gajanan Dhamanaskar
At/Post – Abhilash Niwas, More Wasti, Chikhali, Pune.

Date: 22nd December 2021

Dear Mr. Abhilash Gajanan Dhamanskar

Sub: - Contractual Appointment as a Trainee-RPT Department.

Please refer to the interview you had with the selection committee on 21st December 2021. We are pleased to inform you that you have been selected on contractual basis for the position of Trainee-RPT Department for the period of a six-month w.e.f 3rd January 2022. The contract may subsequently be extended on mutually agreed terms subject to satisfactory performance.

The terms & conditions are as below: -

- 1) During the said period, you will be paid Rs 14000/- (Rs. Fourteen Thousand) per month. You will be entitled to Provident Fund and Conveyance reimbursement for official work etc. as per company rules.
- 2) You will report to the undersigned or any other person assigned by ACDRI from time to time. It is to be clearly understood and agreed that your appointment is purely on contractual basis.
- 3) You will take up such assignments/duties as may be given to you by the management from time to time in any office, branch or division of this company or in any subsidiary of this company.
- 4) While you are in service of the company, you will abide by the working hours & other standing orders, rules & regulations as applicable to the department, branch or place of your posting. You will abide by whatever shift or duty hours that may be fixed in your Case from time to time.
- 5) You will not without company's prior written permission, take up any outside work or profession, employment or assignment whether part-time or on assignment basis, for Remuneration or otherwise.
- 6) As part of your employment with the company, you may become aware of or otherwise come into possession of, information relating to the Company's Processes Products, Data, Plans & Technology which is not public information & which Company regards as secret & confidential information. You should not during & after your employment with the Company divulge such confidential information outside the Company in any manner whatsoever & within the Company, you may divulge, such confidential information only to those, who have a need to know it in the best interest of the Company. You will not use confidential information for the benefit of yourselves or others outside the Company.

ADK





Auto Cluster Development And Research Institute

(Supported by: Govt. of India, Ministry of Commerce & Industry New Delhi, PCMC & MCCIA)

Website: www.autoclusterpune.org | Email: info@autoclusterpune.org



- 7) If at any time your role with the Company is of nature that requires you to conduct advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on confidential information or you use the Company's resources or facilities to make technical or other development, then any such technical developments made or discovered by you individually or with others will be the sole & exclusive property of the company & you shall assign all rights & interests to such development technical or otherwise (Including but not limited to any rights to seek patent protection, design registrations & copyright protection) to the Company & you shall sign all consents or other necessary documents that may be required in that connection.
- 8) During the Contract Period, your services may be terminated without any notice and without assigning any reason. However, in the period extension of the contract, your services may be terminated by one months' notice or salary in lieu thereof, from either side.
- 9) In case of any change in your contact details or residential address mentioned in your resume, you will inform accordingly to the Company, immediately from the date of such change within three days, for updating Company's records.
- 10) Please confirm your acceptance of the appointment on the above terms & conditions by returning one copy of this letter duly signed by you.

At the date of joining please bring along with you following documents-

- A. Duly accepted & signed copy of this appointment letter.
- B. Xerox copy of your certificates, PAN & Address Proof.
- D. Xerox copy of Experience & relieving Certificate from your previous employer

With Regards

Kiran K. Vaidya
Managing Director

I have read & understood fully the terms & conditions and other contents of this letter and agree to abide by the same willingly.

Date:

Applicants Signature

CC: - 1. Sr. Manager Account / HR
2. Staff Personal File.

Deval



Auto Cluster Development & Research Institute

Address :- 'H' Block, Reserve Plot C-181, Chinchwad, Pune. 411019
PAN No:- U91110PN2004NPL019210



Employee Name	Abhilash Dhamnskar
Employee number	096
Date of Joining	03.01.2022
Designation	Technical Associate

PF No	PUPUN0305850/
UAN No	101772846999
Days	31 Days
Paid days	31 Days

Payslip for the month : May. 2023

Payment Heads	For the month	Cummulative	Deduction Heads	For the month	Cummulative
Basic	4600	9200	Prof tax	200	400
Dearness Allowance	5520	11040	PF- May-23.	1800	3600
Rent Allowance	600	1200	ESIC	135	269
Conveyance Allowance	500	1000	Advance if any		
Medical Reimbursement	700	1400			
Home Travel Allowance	1250	2500			
Special Allowance	550	1100			
Gratuity	2900	5800			
Performance bonus	1320	2640			
Total Value	17940	35880		2134.55	4269.1
Net paid in Value ₹	15805				

Net paid in Words ₹ Fifteen Thousand Eight Hundred & Five only.

Remarks Cumulative figures include Ex-Gratia & Performance incentive

Authorized Signatory

Accounts, Finance Dept



Date :- 29.05.2023



GOURI TELESALLES

Offer Letter

Date: 14/01/2022

To,
Mr. Mahesh Fand

Subject : Offer Letter – “**Team Leader**”

I am pleased to provide you with a full time offer of employment on behalf of “**Gouri Telesales**” for the position of “**Team Leader**”.

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our Organization.

Your starting CTC salary will be Rs **12000/- (Rs Twelve Thousand Only)** per month. You may also eligible for other incentive benefits subject to terms set by **Gouri Telesales**, any of which may be amended from time to time. Below is your salary breakup month wise.

The representations contained in this offer letter and enclosures supersede all prior written or oral presentations or communications pertaining to **Gouri Telesales's** offer of Employment.

You will be abiding with all the other terms & condition of Gouri Telesales.

Please find below company policy for your better understanding.

1. Your salary cycle will be 1st to 30th and you will get your pay in next month 15th date.
2. Last month incentive will be pay in next to next month salary cycle.
3. Absconding employee will not get any salary.
4. To relieve from the company, employee need to serve the notice period of minimum 30 days.
5. Employee will get one paid leave every month apart from his WO. Remaining leave will be consider as no paid leave.
6. Employee will get their annual appraisal/rating every year as per their contribution for the company
7. Employee will be eligible for promotion on basis past performance/behavior.

Your Appointment is contingent upon satisfactory evidence and verification of your credentials.

Regards,
Ms.Poonam Durge
HR Manager
Gouri Telesales

Date: 07th December, 2021.

To,
Mr. Prathamesh Phadnis Sagar
Bhim wadi rahivashi sangha ,
Shivaji nagar road,
Gautam nagar,
Govandi ,
Mumbai,- 400043
Cell No: 8692904528 / 9594715164

Ref: Appointment as a "Project Inchrge"

Dear Sir,

With reference to your bio-data / Application and the subsequent interview you had with us. We are pleased to appoint you in our organization on the following terms and condition.

1. Your appointment would be effective from **7th , 2021**.
2. You are designated as "**Project Incharge**"
3. Your intial place of posting is in Mumbai office. The employee is liable to be transferred to any place or business or the company as existing / operating presently or acquired later in any part of India or abroad at any time. The employee also liable to be deputed to any work or assigned the work of any other companies \ concerns \ organizations \ firms. Your remuneration will be **14,000/- + 1000/-** per Month + Travel and mobile allowance as per actual. Including company contribution towards the social welfare scheme. On performance basis you will also be eligible \ entitled for leave, bonus, and other benefits as per rules of the company after the period of **12 (Twelve)** months.
4. You will initially be on probation for a period of **06th months** from the actual date of your joining us and would continue to be so unless and until you are expressly confirmed in the regular services of the company. During the probationary period your services are Liable to be dispensed with at any time, without any notice \ Compensation or assigning any reasons there of the sole discretion of the company.

5. During the probationary period your performance and other antecedents will be thoroughly assessed \ evaluated by your superiors and only on satisfactory completion of your probationary period, you may be confirmed in the regular services of the company on such terms and conditions as decided by the company.
6. You will be governed by the rules, regulations, and such other practices systems, policies and producedures of the company.
7. The employee shall automatically retire from the service of the company on his reaching the age of the 58 (Fifty –Eight) years or earlier if found medically unfit.
8. Conveyance / Travelling allowance outside Mumbai will be paid on actual expenses incurred as per the supporting attached & Vouchers approved.
 - a. Voucher submitted every weekly to Office. Or courier to the office with details summary.

Kindly return to us duplicate of this Appointment letter duly signed by you as a token of your acceptance.

Thanking You,
Yours faithfully,
For **TECHBUILD**

(Mrunal Sethna.)

Place: Mumbai
Date:7th December, 2021.

ACCEPTANCE BY EMPLOYEE

I have read and understood the terms and conditions governing my services \ Employment with the Organization and the same are acceptable to me in totality.

Place: MUMBAI
Date:7th December, 2021.

Signature of Employee
(**Mr Prathamesh Phadnis**)



Vasundhara TOWNSCAPE PVT. LTD.

Office :
100273, Rajyog, Rajendra Nagar, Near Park,
Pune - 411030 (Phone : 020-24530073)
Balaji Darshan 'B' Wing, Opposite
Railapur Station (W) Mobile : 9422321400

Date :- 15/02/2018

To

Amar Bharat Magar

A12 Balaji Darshan

Oppo. Station Badlapur West

Badlapur Pin 421503

Sub :- Letter Of Appointment

Dear Amar Email amarmagar2106@gmail.com

With reference to the discussions we had with you, we, on behalf of Vasundhara Townscape. Pvt. Ltd., are pleased to offer you the position of "Site Engineer" and invite you to join Creative Consultants family. Your joining date will be 1.3.2018

Your Cost to the Company (CTC) would be Rs. 18,000/- (Eighteen thousand Only) Per month. The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time.

Your Place of Employment is BALAJI BIZZILAND COMPLEX (Phase I) AT BADLAPUR WEST S. No 48/10/3 Kulgaon Badlapur Pin 421503 But during the work of the checking, supervision you shall be liable to be posted / transferred anywhere at any of the Company's Projects.

Your compensation will be reviewed in future as per Company policy On joining the company you shall be on probation for Six months. You will abide by the rules and regulations of the company as may be in force from time to time.



You can take leave after approval of your senior engineer. Absence for a continuous period of ten days without prior approval would result in losing your job & compensation without any notice or intimation.

You will not be able to leave the job before one month notice period. Please bring with you originals documents and photo copies of the certificates in support of your date of birth, qualification and three latest passport size photographs

The company looks for a long-term association with all its employees and expects the same from you. Again, congratulations and welcome to the VASUNDHARA TOWNSCAPE PVT.LTD. family.

In case this offer of appointment is acceptable to you, please return duplicate copy letter duly signed by you in token of your having understood and accepted the same.

Thanking You.

For VASUNDHARA TOWNSCAPE PVT.LTD.



Hemant Gadnis
Director



Offer accepted



We Connect Smiles...

Gazon communications India Ltd.

Date :- 01/08/2019

APPOINTMENT LETTER

Dear Mr. Tushar Nimase

We are pleased to inform you that, as a result of your application and interview you had with us, you have been appointed in our organization as a "**Associate -Broadband**" from **01 August 2019** .

You will be employed as a "**Associate -Broadband**" but your function and duties may be altered at the discretion of management.

1. You are requested to report for duty immediately. Your appointment will be subject to the terms and conditions as per annexure "A" enclosed.
2. You will be on probation for a period of 6 months, from the date of your joining the company, at the end of which, if your performance found satisfactory, your service will be confirmed in writing, until such confirmation letter is issued to you, you will be deemed to continue on probation. Company reserves its right to terminate your service in case your probation is still not found to be satisfactory.
3. In the event of resignation/separation during probation & confirmation period you shall serve 1 month notice period or one-month Gross salary in full. During the probation period, your services can be terminated by giving one-day notice, without assigning any reason by management.
4. You shall retire from the services of company upon completion of the age of 58 years. For the purpose of determining the retirement date, the last day of the month in which you attain the age of 58 years will be deemed to be your retirement date.
5. Increments are not automatic but subject to satisfactory work, regular attendance and good conduct.
6. Company Shall be free to hold back the full & final settlement or any amount as the Company may deem necessary & reasonable, in the event the above notice compliance is not adequately met by you.

ANNEXURE A

SALARY STRUCTURE

Components	Per Month (Indian Rupees)	Per Annum (Indian Rupees)
Gross Per Month	12500	150000
Basic	10411	124932
HRA	521	6252
Conveyance Allow.	0	0
Medical Allow.	0	0
Education Allow.	0	0
Other Allow.	1568	18816
Gross (A)	12500	150000
Reimbursement (B)		
Petrol Allowance	0	0
Employer Cont. (C)		
PF	1557	18682
ESIC	407	4884
CTC	14344	172128
Employee Cont. (D)		
PF	1437	17244
ESIC	94	1128
Medical	0	0
Net Salary	10769	129228



Sharda Polytechnic College

Approved AICTE, New Delhi & Govt. of Maharashtra, Affiliated To MSBTE Mumbai

Office : 9764082901, 8080511538, Email - brimpoly@gamil.com, shardapoly@gmail.com

Aurad Shahajani - 413522 Tq. Nilanga Dist. Latur

Ref.No. SPC/office/2019-20/1573

Date: 16-01-2020

APPOINTMENT ORDER

To,
Shri/Mr. Birge Atul Sangram,
Hira-Kashi Kunj, Ganesh Dal Mill Road,
At.Post. Aurad Sha.
Tq. Nilanga, Dist.Latur
Mo. No:- 09595754730.



Sub :- Appointment to the Lab Assistant in Computer Department .

Ref: Your Application Date - 31/12/2019.

Sir/ Madam

In response to our Personal Meet with you on Dated 03/01/2020, you have applied for the post of **Lab Assistant in Computer Department** You were interviewed for the above post by the selection committee constituted by the Management

I am pleased to inform you that the management has appointed you on the said Post in Sharda Polytechnic College/Institute at Aurad Sha. In the scale 7,000 /- With effect from 03/01/2020 your appointment is subject is to the following terms and conditions:

1 You services will be Governed by the AICTE.DTE Maharashtra and MSBTE rules and regulations laid down by ,from time to time



HRD/3T/19-20/12987117

Ms. Aishwarya Pradeep Raj
Candidate ID: 12987117
Flat No 6, M Bldg, Shraddha Hou. Soc, Thomas Colony
Mayur Apartments Zero Boys Chowk, Pimpri, Dehuroad
Pune - 412101
Maharashtra
India
Ph: (91) 74149 38170

September 6, 2019

Dear Aishwarya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:20:00 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12987117

September 6, 2019

Ms. Aishwarya Pradeep Raj
Candidate ID: 12987117
Flat No 6, M Bldg, Shraddha Hou. Soc, Thomas Colony
Mayur Apartments Zero Boys Chowk, Pimpri, Dehuroad
Pune - 412101
Maharashtra
India
Ph: (91) 74149 38170

Dear Aishwarya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

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

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

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

Training Period:

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

Probation and confirmation

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

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	Ms. Aishwarya Pradeep Raj
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Aishwarya Pradeep Raj
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
--	-----

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS

	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act





Offer Letter

Ref No : ASHOKA/APPOINTMENT/2017-18

To,
Kamini Vasant Satpute
R.k.Chembers plot no 16
Near kakde park keshavnagar
Chinchwad pune 33
Contact no : 7843083225

SUB : Appointment as Sales Executive

Dear, Kamini

With reference to your application interview you had with us on 01/10/2017, we are pleased to inform you that you are appointed as Sales Executive in our organization from Till Date on the following terms & Conditions.

1. Period of probation

You will be on probation for a period of six months, After expiry of six months your case will be Reviewed by the management on the basis of your caliber and merits and in case it is satisfactory Your services will be confirmed, which will be intimated to you in writing. However if the management is not satisfied with your working during the initial period of six months, they will be at an option to either extend the probation period or terminate your service. At the expiry of the extended period of probation, if you again fail to satisfy the management, your appointment will stand terminated automatically. Further more, during the period of probation your services will be purely temporary. After confirmation your services can be terminated by giving one month notice or one month notice wages from either side.

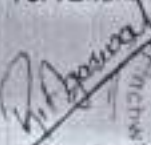
2. Salary : 240000 per annum (CTC)


3. Leave : During the period of probation you are not entitled to any kind of leave

4. During the period of your employment your services are transferable to any of our sister concern or associate concern existing at present or not.

5. You shall devote your entire time and energy exclusively to the work of the establishment and during the period of your employment with the establishment, you will not take up other part time/full time work whether for remuneration or not during the working hours leave holidays or weekly off or during the suspension or lay off periods.

For Ashoka Iron Industries


Rishap Agarwal
(Proprietor)




KAMINI . V. SATPUTE.



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune-411016 India
GIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

OFFER OF EMPLOYMENT

8th April, 2019

To,
Yash Nalawade
C/O Prashant Patil,
H No B- 15, Ishwar Society,
Near Khadki Railway Station,
Aundh Road, Pune, Maharashtra - 411020

Position offered: Trainee Programmer

Hi Yash,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

1 Yash Nalawade

Compensation Details

Your annual CTC will be ₹ 3, 84, 000 /- (Rupees Three Lac & Eighty Four Thousand only) P.A. TDS will be deducted as applicable.

The breakup of your salary will be as follows:

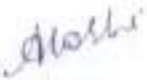
	Annual in ₹	Monthly in ₹
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Transport Allowance	36,000.00	3,000.00
Special Allowance	14,400.00	1,200.00
Medical Allowance	36,000.00	3,000.00
Gross	3,38,400.00	28,200.00
Bonus	24,000.00	0.00
Company contribution to PF	21,600.00	1,800.00
CTC	3,84,000.00	30,000.00

* Bonus will be paid proportionately during 2020 Diwali.

Your employment will be effective from 10th September, 2019. However, this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,


Arati Joshi
Vice President

2 Yash Nalawade

OFFER LETTER

Ref No: Nityam/HR/OFFER/004/18-19

Date: 26th Feb; 2019

MR. SHREYAS V. VISPUTE

C/301, Mahalaxmi Ashish,
Khambalpada, Thakurli (E).
shreyas.vispute1997@gmail.com
Contact No: 7738604886

Dear Shreyas,

This has reference to the discussion you had with us. In this connection, we are pleased to offer you the position of "**PHP Developer**" on terms and conditions, which have been mutually discussed and agreed upon.

Your monthly stipend will be Rs. 10000/- (Rs. Ten Thousand Only).

You are requested to bring with you the following documents at the time of joining your duties:

1. Two passport size photographs.
2. Copies of educational/professional qualifications and experience certificates.
3. Relieving letter from the present employer (If applicable).
4. Salary Proof with the present employer (If applicable).
5. Certificates in support of date of birth & residence proof.
6. Copy of Passport / Pan Card.

You are required to join us on or before 18th March; 2019, failing which this offer will be treated as cancelled.

You are requested to sign the duplicate copy of this offer and confirm your acceptance.

We are happy to welcome you to **Nityam** family.

With best wishes.

For M/s. Nityam Software Solutions Private Limited,


Darshan Gesota
Managing Director & CEO



23/07/2018

Provisional Offer of Employment for a fixed term

Dear Mr. Prathmesh Teli,

We welcome you to join our organization as on the following terms and conditions.

- Your employment will be valid from **23/07/2018 to 22/07/2019** and will end on expiry of the said period, unless it is specifically extended in writing.
- During the above-mentioned period, you will be working **KÖHLER POWER INDIA PRIVATE LIMITED** to do work pertaining to / incidental to the client's business, at any of their locations with in India.
- Your CTC will be **Rs. 2.50 lacs** i- (INR) Per annum (Salary annexure is enclosed)
- We reserve the right to cancel this offer in case you fail to join by **23/07/2018** or any information furnished by you is found to be false.
- The contract shall be terminated by either party by giving **30** day's notice in writing or salary in lieu of notice to other.

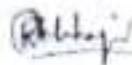
Please bring along with you the following documents (Photocopies) at the time of joining:

- ✓ Your identity proof and address proof
- ✓ Certificate of Educational qualification
- ✓ 4 recent passport size photographs
- ✓ PAN card And Aadhar card (Mandatory)
- ✓ Relieving certificate from the last company worked for and proof of last salary drawn.
- ✓ Your active ICICI/HDFC Salary Account
- ✓ Resume / CV

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. An appointment letter would be issued to you on your accepting the provisional offer.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional letter. A detailed appointment letter would be sent to you once you fulfill our employment conditions and join duty.

Wishing you the very best.

Ritesh Mahajan
Randstad India Pvt Ltd



Appointment Letter

Date: - 17th September 2018

Dear Mr. Ashish Laxman Takawale,

With reference to your application and subsequent interview with us, we are pleased to appoint you as "CAD Engineer" in our organization. Your joining date shall be 17th September 2018 and the details of roles and responsibilities shall be provided upon joining. However, company reserves right to change the roles from time to time depending on the priorities of the company.

1. Your **total annual** emoluments will be **Rs. 2 Lakh only (Rs. Two Lakh only)**.

2. You will be under probation for a period of **6 (SIX) months** from the date of joining. Based on your performance your services will be confirmed with the company in written after probation.

3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you within and outside your tenure with the Organization.

4. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

6. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

7. You will not (except in the normal course of the Company's business)

Itera Automotive Solutions India Pvt.Ltd.

Office 201, Malnal Complex, Near Ashoka Hotel, Vishal Nagar,

Pimple Nilakh-411027

www.iteraengineering.com - info@iteraengineering.com





Offer: Computer Consultancy
Ref: TCSL/DT20184678246/Pune
Date: 09/10/2018

Ms. Vaidehi Rajendra Dhawale
A-13, Plot No. Rh-57, Gaurinandan Society, Sambhaji Nagar,
Siddhivinayak Temple,
Chinchwad-411019,
Maharashtra.
Tel# 91-7218034077

Dear Vaidehi Rajendra Dhawale,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184678246

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Niyati Tower, 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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Vaidehi Rajendra Dhawale
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015355
+91 20 40102000
bitwiseglobal.com

OFFER OF EMPLOYMENT

8th April, 2019

To,
Sagar Raju Jaiswal
A/5, Safalya Building,
Link Road, Opposite Oshiwara Bus Depot,
Goregaon West, Motilal Nagar,
Mumbai, Maharashtra - 400104

Position offered: Trainee Programmer

Hi Sagar,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate: This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

1 Sagar Jaiswal

Sashi

Compensation Details

Your annual CTC will be ₹ 3, 84, 000 /- (Rupees Three Lac & Eighty Four Thousand only) P.A. TDS will be deducted as applicable.

The breakup of your salary will be as follows:

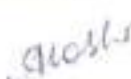
	Annual in ₹	Monthly in ₹
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Transport Allowance	36,000.00	3,000.00
Special Allowance	14,400.00	1,200.00
Medical Allowance	36,000.00	3,000.00
Gross	3,38,400.00	28,200.00
Bonus	24,000.00	0.00
Company contribution to PF	21,600.00	1,800.00
CTC	3,84,000.00	30,000.00

*Bonus will be paid proportionately during 2020 Diwali.

Your employment will be effective from 10th September, 2019. However, this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,


Arati Joshi
Vice President

2 Sagar Jaiswal



HRTAG/D-18/TR/2020

21-Aug-2020

Ms. Pranjita Kumar Lall
Ganesh Nagar, Ambegaon Pathar,
Near Kam Market, Chankawadi
Pune 411046

Sub: Appointment as Diploma Line Engineer Trainee

Dear Ms. Pranjita,

With refer to your face to face interview for the post of "Diploma Line Engineer Trainee" on one year contract basis. We are pleased to offer you appointment as "Diploma Line engineer Trainee" on period contract basis in Tata Motors, Passenger Vehicle Business Unit, Pune, on the following terms and conditions:

- You will be under "on-the-job" training for a period of one year.
- During the training period you will be paid Rs. 15000/- per month (details attached in Annexure-II).
- You will be given "On the job" training in any of the departments / factory of the company, if necessary. During this period, the company shall review your performance as "Diploma Line Engineer Trainee", periodically. If your performance, attendance and behavior are found to be unsatisfactory, your period of training will be terminated forthwith any time without notice & without assigning any reasons.
- You are required to possess a valid driving license issued by the appropriate authorities (if you do not possess at the time of joining, you will have to produce it within 3 months from date of joining).
- You will be covered under the ESI Scheme for medical purpose and would be governed by the ESI rules.
- You will also be covered under the Employees' Provident Fund Scheme, as per the provisions of Employees' Provident Funds and Miscellaneous Act, 1952.
- You will be governed by the principles of TATA Code of Conduct.
- Your appointment as "Diploma Line engineer Trainee" will be subject to your medical fitness, as per the medical standards prescribed by the Company, which will be ascertained in the medical standards prescribed by the Company, which will be ascertained in the medical examination conducted by our Medical Officer at the time of your joining.

G. S. Patil
Authorized Signatory (TML)

TATA MOTORS LIMITED

Signature of Candidate

Passenger Vehicle Business Unit Section No. 35 B, 17A, PENTAGON CHAKRUL, Pune (Pin) 411 062
Tel: 91 20 66 43 1111

www.tatamotors.com - CN 128521881-1455LCC04920

Registered Office: Sion Road, 24 Hours, Sion, Mumbai 400 001



Mask Polymers Pvt. Ltd.

RUBBER & TEFLON® PRODUCTS

Dist. No. 100/110, Village Anila, Tal. Mahul, Dist. Panna - 491 807, Madhya Pradesh (INDIA)
Phone : 4912154207/88, E-mail : hr@maskpolymers.com Website : www.maskpolymers.com



Date: 21/10/2020

To,
Mr. Rajsingh Chittodiya
Near Krishna Niwas, Pawana
Nagar Road, Kusgaonkhurd,
Punjab 410405

Appointment Letter

Dear Mr. Rajsingh,

Congratulations!!

With reference to the interview you had with us, we are pleased to appoint you as a **"TRAINEE-IT"** in our organisation with effect from **21/10/2020 to 20/10/2021** on the following terms and conditions

You will be on training period for a period of 1 year from the date of your joining.

Your stipend will be Rs. 11,000/- p. m.

You will abide by all rules and regulations of the Company, which are in operation from time to time.

During your employment, you will be subject to the Standing Orders and/or service conditions applicable from time to time to the establishment where you are required to work. Your other service conditions will be the same as for the employees in your category in the organization.

During the continuance of your employment with us and thereafter you will keep all the secrets and will not divulge to any person, firm or company whatsoever (other than to the Directors of the Company or to their authorized representatives) your salary, increments and emoluments as also such secrets or confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company, its subsidiaries, associates or customers and suppliers.

You will not, during the continuance of your employment with us, undertake, carry on alone or in partnership nor be directly or indirectly employed or concerned with as principal, agent, clerk, assistant, servant or otherwise in any other business, trade or profession in any capacity whatsoever. You will devote your time and attention to your duties with us.



APPOINTMENT LETTER

Date: - 14th March 2020

Name: - Jayesh Vasant Patil,

Address: House No.-68 K, Chichvali
Raigarh Maharashtra-410203

Dear Jayesh Vasant Patil,

With reference to your application and our subsequent interview with us, we are pleased to appoint you as a **Boiler 2nd Class Operator** in our organization on the following terms and conditions

- A. Your appointment is subject to the contract between TEEPL and TL.
- B. **Date of Joining:** Your date of joining is 15th March 2020.
- C. **Salary:** Your monthly Gross remuneration will be Rs. 15000/- (Fifteen Thousand Rupees Only).
- D. Bonus shall be paid separately as per government norms.
- E. During the above period of engagement, you shall be liable to PF, ESIC, PT and any other mandatory Statutory Compliances as per the Rules
- F. **Place/Transfer:** Your present place of work will be at Prasol Chemical Private Limited, Khopoli, Raigad but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management. You shall work in Shift Duties and / or General Shifts as per requirements of the Site Management. Your job location shall be decided by the Site Management.
- G. **Probation/Confirmation:** You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months. During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.
- H. **Rules and Regulations:**
 1. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
 2. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

3. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
4. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
5. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
6. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
7. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
8. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
10. You shall report to the Site In-charge of Techno Energy Engineering Private Limited or any officer directed by him. This officer shall be a part of Site Management.
11. You shall report in time as per your Duty Hours.
12. Consumption of Alcohol or any other Drugs is strictly prohibited at site.
13. You shall work in discipline of the Organization.
14. In case of any query related to the job, you shall communicate with your supervisor or Site Management via Verbal or Letter.
15. You shall submit Police Verification Certificate and Health Fitness Certificate on Time to Time as per notice from Site Management.
16. If documents submitted by you are found fake, you shall be subject to Punishment as per Site Management.
17. You shall follow Rules and Regulations informed by the site management.
18. If it is observed that you are not working as per work disciplines, you shall be informed about the same via Warning Letters. 3 Warning Letters shall be issued.

19. 1st Warning Letter shall be Indicative letter.
20. 2nd Warning Letters shall be liable to Suspension from 1 Day to 1 Month subject to criticalness of the job.
21. 3rd Warning Letter may lead to Termination of the Employment.
22. Any other Rules, if modified shall be conveyed to you by Letter / Circular / Notice. .

We welcome you to the Techno Energy Engineering Private Limited family and look forward to a fruitful collaboration.

With best wishes,

For Techno Energy Engineering Private Limited



Name: Mr. Shantam Tamboli

Designation: HR Manager

Acceptance

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of this appointment letter and I accept and undertake to abide by the said terms and conditions.

Date:

Signature:

Name:

3. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
4. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
5. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
6. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
7. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
8. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
10. You shall report to the Site In-charge of Techno Energy Engineering Private Limited or any officer directed by him. This officer shall be a part of Site Management.
11. You shall report in time as per your Duty Hours.
12. Consumption of Alcohol or any other Drugs is strictly prohibited at site.
13. You shall work in discipline of the Organization.
14. In case of any query related to the job, you shall communicate with your supervisor or Site Management via Verbal or Letter.
15. You shall submit Police Verification Certificate and Health Fitness Certificate on Time to Time as per notice from Site Management.
16. If documents submitted by you are found fake, you shall be subject to Punishment as per Site Management.
17. You shall follow Rules and Regulations informed by the site management.
18. If it is observed that you are not working as per work disciplines, you shall be informed about the same via Warning Letters. 3 Warning Letters shall be issued.



YASHASWI

NEEM Trainee Reg.No. : YAS38845

Date :- 18-Sep-2019

NEEM TRAINEE CONTRACT LETTER

To,
Mr. Manoj Mohite,
Room no 3,rajhanse niwas, ramchandra nagar
vattiwadi 3,
Thane, Maharashtra,
India - 400604.

Dear Mr. Manoj,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Hind Rectifiers Limited,Mumbai" subject to the following terms and conditions :

1. The Period of training shall be 36 months with start date 20-Dec-2019 and end date 19-Dec-2022.
2. You will be paid consolidated monthly stipend of Rs. 12,000 /-
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
 - i. If you secure gainful employment (on production of copy of the appointment letter) and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
 - iii. Absent from on the job training for more than 3 days without permission.
 - iv. Any kind of disciplinary issue
 - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

YASHASWI ACADEMY FOR SKILLS

1 ST FLR,ISHAN BUILDING OF VIVAL, CHS, MAHATMA PHULE ROAD, ABOVE IOBI BANK, VISHALNAGAR, DOMBIVLI (W),
THANE-421202. U:-98500 23179 HELPDISK : (020) 6749 2711

CORPORATE OFFICE: YASHASWI HOUSE, LANE NO. 15, PRULHAT ROAD, PUNE - 411 004, MAHARASHTRA, INDIA,
T. : +91 20 6749 2727 | E : INFORMATION@YASHASWI.COM | W : WWW.YASHASWISKILLS.COM | U

CIN : U00903PN2014NPL151080

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

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

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

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

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

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

For Yashaswi Academy for Skills,

Authorized Signatory

Date :- 18-Sep-2019

ENDORSEMENT

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

Accepted & Agreed

(Signature of Trainee)

Date :- 18-Sep-2019

RHEINMETALL**Pay Slip for May 2023**

EmpNo	6517	Payable Days	25
Name	MAHESH PUNJARAM KORDE	P.F. No.	MH/PUN/301045/0000011285
Designation	Trainee Operating Engineer	UAN	101569004024
Location Desc	Pune	Bank Name	Account Not Opened
PAN	IQAPK1366B	Bank A/c No	

Leave Balances	CL	Opening	0.00	Availed	0.00	Closing	0.00	PL	Opening	-3.00	Availed	2.00	Closing	-5.00
	SL	Opening	0.00	Availed	0.00	Closing	0.00							

Earning	Current Month	April-to-date Earnings	Deduction	Current Month	April-to-date Deductions
Stipend	7,823.00	17,523.00	Provident Fund	1,435.00	3,214.00
House Rent Allowance	2,347.00	5,257.00	Profession Tax	200.00	400.00
Conveyance	323.00	723.00	E.S.I.C.	105.00	230.00
Uniform Washing Allowance	403.00	903.00			
Medical Reimbursement	565.00	1,265.00			
Attendance Bonus	0.00	500.00			
Personal Allowance	887.00	1,987.00			
MGI	1,875.00	3,125.00			
Total	14,223.00	31,283.00		1,740.00	3,844.00

Net Pay : Rs. - 12,483.00 Rupees Twelve Thousand Four Hundred Eighty Three Only.

Salary
slip

KSPG
Automotive

KSPG/HR/E/TOE/02/2020
February 10, 2020

To,
Mr. Mahesh Korde
Shivnagar Narala Paithan,
District - Aurangabad

Dear Mr. Korde

Designation : Trainee Operating Engineer
Department : Manufacturing
Period of Training : 1 Year
Date of joining : 13/02/2020

With reference to your application for training dated 10/02/2020 and the subsequent interview you had with us, we are pleased to offer you learning facility in our organization as "Trainee Operating Engineer" under our in-house developed "KSPG Training Scheme" (KSPG Site) at our Takwe Budruk Plant on the following terms and conditions:

- 1) **KSPG Training scheme:** You will be undergoing training for a period of one year from date of joining.
- 2) The training is subject to you being found and remaining medically fit, by the company's medical officer or a duly appointed person by the company from time to time.
- 3) If during the training period, it is observed that your performance and conduct is not in line with the company's objectives, rules and regulations, the company may terminate your training period anytime. You could be transferred to any location anywhere in India at the discretion of the company while undergoing training.
- 4) You have to report at :

KSPG Automotive India Private Limited
Village Takwe Budruk Tal Vadgoan Maval
Pune- 412 106
Tel.: +91-9922001141

6. You are requested to bring the following documents with you, at the time of joining :

(A) 4 Passport size photograph

(B) Photostat copies of the following certificates.

- 10th certificate indicating date of birth
- Educational qualification certificates

KSPG Automotive India Private Limited
Registered Office: Gat. 390 - Village Takwe Budruk - Taluka. Havel Dist. - Dist. Pune 412-106
Maharashtra - India
CIN-074140PW2006PTC102901 - Tel. +91 2114 668500 - Fax: +91 2115 668510 - www.kspg.com

PERBURG

- Experience certificates (if applicable) and
- Relieving certificate from last employer (if applicable)
- Medical fitness certificate
- Aadhar card
- PAN card

In case you do not report for duty by the above date, this offer will stand automatically withdrawn, unless extended in writing by the management.

You are requested to sign the duplicate copy of this letter as a token of your acceptance of the same.

Welcome to KSPG Automotive India Private Limited family.

KSPG Automotive India Private Limited

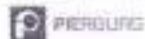


Shrikant Bongale
Manager - Human Resources

KSPG Automotive India Private Limited

Registered Office: Gat 380 - Village Tokwe Buzruk - Taluka Maval Dist. - Dist: Pune 412 104
Maharashtra - India

CIN-1741409WZ00EFTN129901 Tel: +91 2114 668500 Fax +91 2114 668510 www.kepg.com





29-May-2019

Mr. Pravin Mohan Bate
P No.: 5206-47
Cost Centre: 1119704
Div-Dept: CV-QA

Sub: Extension of your Appointment as Diploma Line Engg Tr (TB)

Dear Pravin,

We refer to your appointment w.e.f. 29-Jun-2018 in our 1119704 – CV-QA on fixed term contract basis.

We wish to inform you that the work for which you had been appointed has not yet been completed and is likely to continue for a further period of one year, i.e., w.e.f. 29-Jun-2019 upto 28-Jun-2020.

Therefore, as per clause 3 of your above referred appointment letter, your appointment stands extended for a further period of one year, i.e., w.e.f. 29-Jun-2019 upto 28-Jun-2020.

In view of the experience you have gained in our Company so far, your salary stands revised w.e.f. 29-Jun-2019 and your designation would be Diploma Line Engg Tr.

Details of your revised salary are as follows:-

Salary Heads	INR Per Month
Basic	8,100
HRA 80 % of Basic (Tax exemption as per IT Rules)	4,050
Special Allowance (Taxable)	4,106
Total	16,256
PF (Employer Contribution-12 % of Basic)	972
ESI Contribution	772
Total Target Income ()	18,000

Rest of the terms and conditions of your appointment shall remain unchanged.

Kindly acknowledge.

Yours faithfully,

Sarfara Maner
General Manager - HR, Pune CVBU

I accept the terms and conditions mentioned in this letter. The original of this letter is in my possession. I will report to Establishment and Time Office for updation of extension.

Date: 14/06/19

Signature:

Name: Bate Pravin Mohan

Cc: HR-MPD - for necessary action
Time Office - for leave updation

TATA MOTORS LIMITED

Pimpri Pune-411 018

Tel: 91 20 9614 1111

www.tatamotors.com | CIN L29120MH1945PLC004500

Registered Office: Sunray House, 24, Hornby Road, Thane, Mumbai - 400 001



May 22, 2018

Mr Pramod Koshti
House No 114, hingone Seem,
hingone Khurd, chalisgaon
Jalgaon
Maharashtra-424101

Re: Letter of Appointment

Dear Mr. Pramod Koshti

Congratulations! We are delighted to offer you employment with Tata Technologies as a **Assistant Engineer** with Annual Total Cost to Company of INR 389,555 (Rupees Three Lakh Eighty Nine Thousand Five Hundred Fifty Five 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 June 21, 2018 @ 0800 Hrs and report to:

Snehal Kinekar - +91 9527851542 or Vaishali Madavi - +918308824193

Tata Technologies Ltd.
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. Documents Checklist - Annexure C
4. Summary of Benefits - Annexure D

Please read all these documents carefully and follow the instructions meticulously. In case you require any clarifications, please contact any of the following persons.

Snehal Kinekar - snehal.kinekar@tatatechnologies.com
Vaishali Madavi - vaishali.madavi@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

Manoj KN
Global Head - Talent Acquisition



September 3, 2015

Mr. Shailesh Chandrakant Kholam
Emp ID 856884
PVBU

Dear Mr. Kholam,

Greetings!

We are proud to announce that the Engagenext iSourcing vision of our leadership team is now being implemented!

As we embark on this transformation journey, two great companies, Tata Motors Limited and Tata Technologies, partner with each other to become more competitive, sustainable, innovative, scalable and truly global!

During the various communication sessions that the leadership team members had with you, the strategy to deliver the value added services to Tata Technologies was shared.

As a part of this strategy we have undertaken a new engagement model titled 'Engagenext' wherein Tata Motors Limited and Tata Technologies will be Strategic Partners. Tata Technologies will deliver the managed services to Tata Motors Limited against measurable performance metrics in terms of quality, cost and timelines.

In these communication sessions, we had also shared the rationale which will distinguish the work that will be managed between the two companies.

On account of this transformation, we are pleased to inform you that your role is re-assigned and you would now become a part of our esteemed strategic partner Tata Technologies, a global leader in Engineering Services Outsourcing and Product Development IT services to the global manufacturing industry, enabling ambitious manufacturing companies to design and build better products.

This re-assignment would come into effect from 16th September 2015.

Your re-assignment will be treated as continuation of service. Your emoluments will be protected and the other terms and conditions of your service will be governed by the policies and practices prevailing in Tata Technologies.

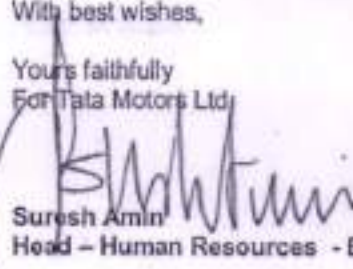
Please find attached the appointment letter from Tata Technologies.

You are requested to contact the Human Resource Team of both Tata Motors Limited and Tata Technologies towards completion of required formalities to effect this transition.

I take this opportunity to thank you and also wish you the best in your endeavor with Tata Technologies!

With best wishes,

Yours faithfully
For Tata Motors Ltd.


Suresh Amin
Head - Human Resources - Engineering Research Centre

Encl- Offer letter from Tata Technologies

TATA MOTORS LIMITED

Pimpri Pune-411 018

Tel: 91 20 6613 1111

www.tatamotors.com CIN L28920MH1945PLCOO4320



September 3, 2015

Mr. Shailesh Chandrakant Kholam
Tata Motors Ltd
Pune

Dear Mr. Kholam,

As per the letter dated 3rd September 2015 issued to you by Tata Motors, we are pleased to inform you that with effect from 16th September 2015 you are placed as Deputy Engineer in Grade T4 in Tata Technologies Limited. We are enclosing herewith the compensation structure and Terms and Conditions of Employment as applicable to you in Tata Technologies.

Details regarding your leave balances, retiral funds and others will be communicated to you on receipt of the same from Tata Motors. Your past service in Tata Motors will be taken in to consideration for all terminal benefits.

You will not be eligible for any other monetary or non-monetary benefits which may be declared by Tata Motors in future.

You are requested to contact our Human Resource Team at 8.45 a.m. on 16th September 2015 for completion of further joining formalities.

I am looking forward to welcoming you in Tata Technologies and participate in its growth and well-being.

With Best regards
For Tata Technologies Ltd

Ajayshenkar KS
Head - Human Resources APAC

Encl: as above



Name	Shailesh Chandrakant Kholam		PaySlip No.	1	CC.300313A1AA
Emp ID	00912564	Loc/Practice	IN- Pimpri	PayPeriod	May 2023
Group	Permanent	Bank Name	HDFC Bank Ltd.	BankA/C No.	01951140106059
Grade	L1.1	IFSC Code	HDFC0000185	PAN No.	BFDPK4153H
Pension	MH/32389/12564	PF No.	MH/32389/912564		
UAN	100346050690				

Payments		Deductions	
Consolidated Salary-Basic	23,504.00	Ee PF contribution	2,820.00
Special Allowance	33,012.80	Prof Tax - split period	200.00
Superannuation Allowance	3,525.60	TMKSP-P-SHARE 74400	600.00
Bonus	2,000.00	TMKSP SANJIVANI 34900	100.00
House Rent Allowance	11,752.00	E.M.B.F.	20.00
Miscell. Earn. (Taxable)	2,527.27	School Subscription	10.00
Children Edu. Allowance	100.00	Rounding off adjustment	0.02
Recovery of round off amt	0.35		

Total Payments	76,422.02	Total Deductions	3,750.02
Projection for financial year		Net Pay	72,672.00
Gross Salary	889,260.07	Cumulative	
Aggrg Deduction	52,400.00	Ee PF contribution	5,640.00
Any other Income	200,000.00-		
Gross Tot Income	636,860.00		
Agg of Chapter VI	150,000.00		
Total Income	486,860.00		
Tax on total Income	11,843.00		
		Loan Balances	

	TimeBooked	Time Not Booked	Leave Position	PTO	APL	AFTO
Current Month	31.00	0.00	Yr.Opn.Bal			
Adjustments	0.00	0.00	Availed			
			Cls.Bal			



CONSTRUCTION & DEVELOPERS

Date - 15/06/2019

To,
Umesh G Goje,
Lonavla.

Dear Umesh,

I would like to congratulate you on being selected for the Site Engineer's position with ASK Construction & Developers, Khandala location. We would like to offer you joining date as 1st July 2019. All of us at ASK Construction & developers are excited that you will be joining our team!

Again, congratulations and we look forward to working with you this coming year.

Name	Umesh G Goje
Designation	Site Engineer
Expected DOJ	Monday 1 st July 2019
Joining location	Mount Altera Project Gernat, Khandala
CTC per annum	2,16,000 INR
Notice period	1 Month



**K****M/S. RAJESH L. KHANNA
ENGINEERS & CONTRACTORS**

OFFICE : 414, Premprakash, B-6, D.K. Sandu Marg, Chembur, Mumbai - 400 071.
Tel.: 6573 6097 ☐ Fax : 022-2522 8079 ☐ E-mail : khannaconst@yahoo.com

Date: 11/01/2018

To,

Kadar Makandar

Address - Beverly Hills Society,

Near Narayan Dhan,

Pangoli Road Tungarli,

Lonavala-410403.

OFFER LETTER

Dear Kadar Makandar,

I am pleased to confirm our offer and your acceptance to join M/S RAJESH L. KHANNA ENGINEERS & CONTRACTORS in the position of Site Civil Engineer. Your start date will be 01/02/2018.

You will be compensated as follows:

- Annual base salary in the amount of INR 1.8 Lacs per annum.

To indicate your acceptance of this offer, please sign below and return to us.

We know you will find working here to be a rewarding and career enhancing experience.

We are excited about the opportunity to work with you as we create an even stronger company.

Sincerely,

FOR M/S. RAJESH L. KHANNA


PARTNER

M/S. RAJESH L. KHANNA
ENGINEERS & CONTRACTORS

Ref: JKIL/HR/Offer/4553

October 17, 2019

To,
Mr. Mayur Kale

Offer Letter

Dear Mayur,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of GET - Civil at our Maha Metro UG 01 Pune.

Your annual CTC will be Rs.270,002/- (Rupees Two Lakhs Seventy Thousand Two Only)

You should submit/ fax us your resignation letter duly acknowledged/ accepted by your present employer within 3 days from the date of issue of this letter.

A detailed letter of appointment governing the terms and condition of the employment with structure of CTC and payment of your compensation will be given to you at the time of joining.

Kindly note that your Job/Service is liable to be transferred at any office/site/branch/sister concern of the company, whether in existence or to be setup in future.

Our offer and your appointment is contingent upon your joining latest by 1st November 2019 and submission of below mention documents at the time of joining.

1. ID Proof: Pan card (Mandatory)/ Election Card / Passport / Driving License/Aadhar Card (Any one)
2. Address proof : Passport / Electricity Bill / Telephone bill / Voter ID (Any one)
3. 4 self-passport size colour photographs (with white background).
4. Academic Certificates- SSC/ HSC/ Diploma/ Degree/ Other certifications if any.
5. Last Month Salary Slip, Relieving Letter, Increment letter, appointment Letter, Salary / TDS Certificate, Tax Computation sheet of all financial years issued by all previous employer.


Please sign the duplicate copy of this letter as a token of your acceptance.

We are sure that our association will be enriching. Wish you an excellent career with J.Kumar Infraprojects Ltd.

Thanking You.

Yours Sincerely,

for J. Kumar Infraprojects Limited

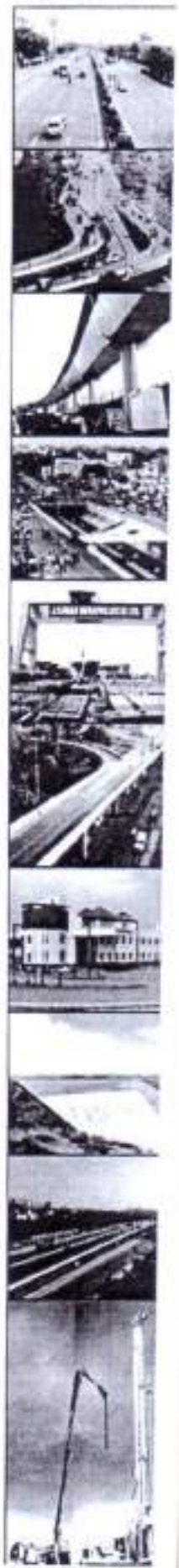

Pravin Ghag
(Sr. Manager - HR & Admin)

Declaration: Offer & CTC is acceptable. I will join within ____ days. While joining, I shall produce all the required documents, failing which my appointment can be cancelled.

Place:

Date:

(Mayur Kale)



J.KUMAR INFRAPROJECTS LIMITED

ANNEXURE - I

SALARY STRUCTURE

Employee Name	Employee No.	Designation	Department	Location
			Mayur Kale	
		GET		
		Civil		
			Maha Metro UG 01 Pune	
			Monthly	
Salary Sheet				Rs. 6,600
		Basic		Rs. 3,300
		HRA @ Maximum 50% of basic		Rs. 200
		D.A		Rs. 1,600
		Conveyance		Rs. 6,161
		Others		Rs. 17,861
		Gross Salary		Rs. 1,250
		Medical		Rs.
		Sodexo Coupons		Rs.
		Uniform Allowance		Rs.
		Books & periodicals		Rs.
		Entertainment Exp		Rs.
		Helper Allowance		Rs.
		Telephone Reimbursement		Rs.
		Reimbursements		Rs. 1,250
		Monthly Gross Salary		Rs. 19,111
		P.F.		Rs. 792
		E.S.I.C		Rs. 143
		Income Tax		Rs. 200
		Professional Tax		Rs.
		Employee Deductions		Rs. 1,135
		NET TAKE HOME SALARY		Rs. 17,976
		Leave		Rs. 858
		P.F.		Rs. 621
		E.S.I		Rs. 317
		Gratuity		Rs. 1,593
		Bonus		Rs. 3,389
		Employer Contribution		Rs.
		Driver Allowance		Rs.
		Petrol Reimburse		Rs.
		Accommodation		Rs.
		Stability Allowance		Rs.
		Conveyance		Rs.
		Mobile		Rs.
		OTHER BENEFITS		Rs.
		CTC		Rs. 22,500
		ANNUAL CTC		Rs. 270,002
		Employer Contribution		Rs.
		OTHER BENEFITS		Rs.
		CTC		Rs.
		ANNUAL CTC		Rs.

1.PF applicable as per P.F. act

2.ESIC applicable as per ESIC act

3.Gratuity applicable as per Gratuity act.

4.Bonus will be paid only after completion of one year Service.

5.Leave as per company Act.

6.Income Tax & Professional Tax will be deducted as per the rules.

Sub: Letter of Appointment for Internship

Date: 01-08-2021

Dear Ms. Komal Mahale,

Thank you for the keen interest you have shown in our organization. In response to your application, we are pleased to inform you that you are being selected for the Internship post of Web Developer in our organization. You will be reporting to your project manager for day to day assignments and tasks. You are required to join on 1st Aug' 21 *and line offer stands withdrawn thereafter,* unless the date is extended and communicated to you in writing.

Probationary Period

As per our company policy, you will be on Probation for a period of 90 days from the date of your joining the organization. The probationary period is liable to be extended at the sole discretion of the management. You will not be deemed to have been confirmed unless you are informed in writing to that effect. In probation period your services can be terminated due to non-performance.

You need to mandatory serve us for 6 month from the date of Joining.

After that, based on your performance and review, your services will be confirmed in the organization. Total duration of Internship would be 9 months. You need to serve 7 months during internship. You will be offered a permanent associate position and Internship Certificate upon successful completion of your Internship based on your performance during internship period.

Salary

You will be offered a fixed Rs 3000 as a stipend after 90 days of probation period.

The annual increment if granted to other employees will not be claimed as a matter of right. It will be based on your performance of duty during the past year in terms of efficiency, regularly, punctuality and discipline. It can also be withheld if the performance is found unsatisfactory or accelerated in case of exceptionally good performance.

Leave During your Probation period you are entitled to take 1 leave per month. In case of an emergency for any extra leaves, management will make the final decision. In case you take a long holiday of more than 7 consecutive days using the internship period. Your internship period will increase with the same number of days.

Working Hours

At Uprisor, we work six days a week, Monday through Saturday. However as per project requirement 2nd and 4th Saturday will be off. The Company will have its normal business hours from 0930 hrs to 1830 hrs with a Lunch Break of 60 minutes.

Notice Period

You will be required to serve one month of notice in case you decide to leave our services and the same is subject to the company's discretion. Leaving a company without prior intimation or mutually agreed notice period will be termed as violation of this agreement.

Experience **letters** will be provided only after successful completion of notice period.

Confidentiality

You agree at all times **during** the term of your employment and thereafter to hold company information, data in strictest **confidence**, and not to use or attempt to use the same, except for the benefit of Company, and not to **disclose or** divulge Confidential Information to any person or entity without written authorization of the company. Any **breach** of this **provision shall** be treated as a **gross** violation of the terms herein and *your* services are liable to be terminated without **notice**.

You will be bound by the Service Rules, Standing Orders, Settlements and Office Orders enforced by the management from time to time in relation to conduct, discipline, Medical leave and holidays or any other matters relating to service conditions which will be deemed as Service Rules, Standing Orders, Settlements, Office Orders etc. and will *form* part of these terms of employment.

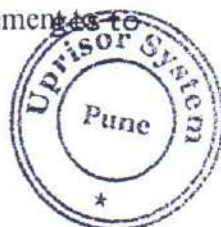
On termination of your employment, You will return to the management all the papers *and* documents relating to our **business** which are at that time in your possession and you will not retain any copy or extract there from.

Other terms and Conditions

The management reserves the right to merge, bifurcate or modify the above salary structure at any time at its sole discretion.

You shall have to submit an **authentic** proof of your age before joining.

If at any time during your employment, you are found guilty of misconduct or any willful breach or continuous negligence of the terms of this appointment letter or rules or dereliction of duties and/or instruction given to you from time to time, the management may without any notice or payment in lieu of any notice out an end and terminate your employment with the company/firm/organization. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your service and you shall, therefore, continue to be liable for all losses and damage to the management.



U prisor System Pvt. Ltd, 001. 4th-floor. City-Vista, Near Khara@ bypass, Kharadi Pune, 41TO14.
www.uprisorsystem .com

You will not resort to or in any way above any form of **strike or coercion or physical duress in connection** with any matter pertaining to your service or the service of any other employee.

You will not indulge actively or causes any act likely to affect the discipline that is expected from every employee of this company or associate with any such activities which may tantamount to act subversive of discipline.

Your appointment is being made on the basis of information given by you in your application for employment. in case any information as given by you is found incorrect or concealed at any **time, your services will be liable to be terminated** without any notice or salary in lieu thereof.

At the time of joining, you will be handed over **Company's** Personnel policy giving details of office timings, leave rules, **holidays** etc.

Wishing you a long association and bright career with us.

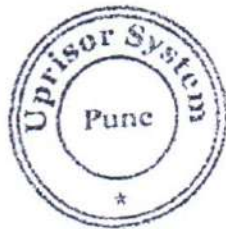
You are requested to read and give your **consent by** signing the appointment letter. This is to inform you that this **letter** will be null and void in case you do not report on the date and time specified herein.

Hard Copy of offer letter will be provided on joining date.

Your  sincerely,

HR Manager

Uprisor System Pvt. Ltd



4th Aug 21

Shrikrishna Vishnu Lavate
Pune,
Maharashtra
India.

Dear **Shrikrishna**,

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **4th Aug 21** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice a payment in lieu thereof.



You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	11949.00
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)	597.00
C. GROSS STIPEND (A + B)	12546.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 12546.00** per month. Tax Deductions will be as applicable.

You are eligible for 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards.

For Conneqt Business Solutions Limited.



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: Shrikrishna Vishnu Lavate

Date: 3rd Aug 21





Company Confidential

12th Oct 21

Akshata Milind Hirulkar
Pune,
Maharashtra
India.

Dear **Akshata,**

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **12th Oct 21** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

A handwritten signature in blue ink, appearing to be 'Akshata', located at the bottom right of the page.

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	14286.00
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)	714.00
C. GROSS STIPEND (A + B)	15000.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 15000.00** per month. Tax Deductions will be as applicable.

You are eligible for 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards.

For Conneqt Business Solutions Limited.



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: **Akshata Milind Hirulkar**

Date: **12th Oct 21**





Ph: +91 020 25670062
Fax: +91020 25660119
email: facillty@uds.in
Website: www.uds.in

Mr. Pankaj Ganpat Salunke

APPOINTMENT LETTER

Dear Mr. Pankaj Ganpat Salunke

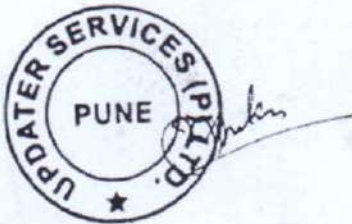
With reference to your application and subsequent interview, we are pleased to advise you that you have been selected as "BMS Operator" on contract at "ASCENDAS IT PARK (PUNE) PVT LTD-PUNE."

Date of Appointment: 22nd June 2021

You will be paid a Gross Salary with Bonus amount of Rs.16,500 /- (Sixteen Thousand Five Hundred Rupees only) per month. We will be deducting statutory contributions such as PF & ESI etc. You shall abide by the term & conditions & the rules of the company client ASCENDAS IT PARK (PUNE) PVT LTD-PUNE as in force from time to time.

Your faithfully

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Comercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thoraipakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

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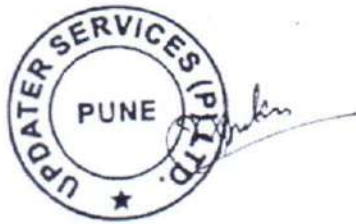
Ph: +91 020 25670062
Fax: +91020 25660119
email: facility@uds.in
Website: www.uds.in

Annexure

SALARY DETAILS	Amount (Rs)
Basic	12000
DA	0
House Rent Allowance	3500
Special Allowance	0
Bonus	1000
Gross Salary (With Bonus)	16500
PF	1440
ESIC	124
PT	200
Net Salary	14736

Note - Quarterly Leave Wages – Rs 1142/-

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Comercial Complex, First Floor, Hanuman Nagar
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thoraipakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

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16th Jun 2021

Simran Tiwari
Pune,
Maharashtra,
India.

Dear **Simran,**

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Connqqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **16th Jun 2021** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Pune**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training by giving thirty days' notice in writing to the company and similarly, the company may discontinue your training by giving thirty days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

TIWARI

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (Rs.) Per Month
A. BASIC STIPEND	14286.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 200% 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)	714.00
C. GROSS STIPEND (A + B)	15000.00

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training you will be paid Stipend of **Rs. 15000.00** per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 200% 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.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards.

For Conneqt Business Solutions Limited.




Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: **Simran Tiwari**

Date: 16th Jun 21





FIDEL SOFTECH PVT. LTD.

Personal and Confidential

Employment Offer Letter

Date: 29th September 2021

Dear Sumeet Chikkmat,

Congratulations upon your selection and choosing Fidel Softech Pvt. Ltd. as your career choice!

We welcome you to the Fidel! We are pleased to offer you the position of **'System Administrator'** with us at our Pune office. The work Life at Fidel Softech is all about exciting new challenges and innovations. 'The New Assignment', 'The Office', 'The Culture' and 'Colleagues', await you. We invite you to be a part of Fidel Softech to make it even better place. The following are the Terms and Conditions of the offer.

This offer cum appointment letter has following terms and conditions applicable to you, with effect from **29th September 2021**

Your all-inclusive compensation will be **INR 2,52,000 per annum (Two Lakh Fifty Two Thousand Per Annum)**. The salary breakup is attached as Annexure B. The offer cum appointment letter is valid, subject to you clearing pre-employment medical checkup and background verification process.

Day and Date of	-	Monday, October 4 th , 2021
Reporting Time	-	10:00 AM
Dress Code	-	Business formals
Venue	-	Fidel Softech Pvt Ltd, Kalyani Nagar

Documents to be brought at the date of joining (Original documents to be brought for verification purpose only)

- 1) All Educational Certificates in original and 1 copy each.
- 2) Appointment letter, Relieving letter, experience certificate and salary certificate from last employer in original and 1 copy each
- 3) Provident fund number (if applicable)
- 4) Aadhar card in original and 1 copy
- 5) PAN Card Original and a copy
- 6) Contact details of previous employer – Address, phone, name and email ID of the contact person
- 7) 2 passport size photographs of self
- 8) Pre-employment medical checkup report
- 9) Salary bank account details – a canceled cheque

Company will initiate a background verification process and reserves the right to revoke/terminate the offer if a candidate does not clear the background verification check.

Fidel Softech. Pvt. Ltd | Marisoft IT Park 3 | 2nd Floor, West Wing, Pune -411 014 |
Phone No: +91-20- 4900 7803



FIDEL SOFTECH PVT. LTD.

Annex A : Compensation Plan

Component Name	Frequency	Amount Per annum	Amount Per Month
Basic	M	63,000	5,250
HRA	M	50,400	4,200
Edu Allowance	M	28,800	2,400
Statutory Bonus	M	12,000	1,000
Personal Allowance	M	71,240	5,937
PF	M	21,600.00	1,800
Gratuity	A	2,728	227
Group Insurance	A	2,232	186
Grand Total		252,000	21,000

You will be entitled for following benefits as per company policies.

- a) Medical Insurance of 3 Lacs
- b) Annual Privileged leaves - 15 days
- c) Annual Casual leaves - 6 days
- d) Annual paid holidays – 10 days
- e) All Leaves are governed as per the company policy.

Incentives will be based on individual & group target achievements. *(This clause is for only those who is getting incentive as part of compensation)*

Vishwakarma Global Education Services Private Limited

28 Dec 2021

To,
Siddhant Panachal,

Re: Offer Letter – Junior Software Engineer

Dear Siddhant Panachal,

This letter is to place on record details of your employment **Junior Software Engineer** with us and to confirm your joining package and other details in retrospect. We welcome you to join **Vishwakarma Global Education Services Pvt Ltd**, with your work ethics and passions, and the vision of the management, we will together build a great organization.

Your date of joining will be **Jan 03 2022**.

We are happy to inform you that you have qualified for the post of "**Junior Software Engineer**". We are pleased to offer you the position at a starting salary of **Rs 15,000/-** (Per month gross basis).

1. Remuneration:

1.1 The Management however may split this consolidated salary at its sole discretion as and when it becomes necessary to do so as consequence of any statutory provisions of the state or Central Act applicable to you.

1.2 Your performance will be reviewed at regular interval by the management.

1.3 The salary increment and career development is based on your performance. You do not have any automatic or vested right for increments to your salary or promotions. All increments and promotions to you are at the discretion of the company and depend on your performance, conduct, suitability and the requirement of the management. As per Policy of the Organization. (If Applicable)

1.4 In the matter of provident funds, Junior **Software Engineer** pension scheme, Bonus/ Ex- Gratia, Gratuity, Group Accident Provisions, Profession Tax, ESI if any, which are in force from time to time. You shall be entitled to Gratuity at the rate of one-month salary (Basic +DA) for every one-year service. Gratuity will be payable on separation of service only at the rate of last drawn monthly salary by you during service period. Gratuity is payable only as per the Payment of Gratuity Act.

1.5 For separation of employment after successful completion of the probation period, **1 month** notice period will be applicable by either party (**VGESPL** or the **Employee**)

1.6 If **Employee** leaves organization within 3 months from date of joining of **VGESPL** then he/she needs to reimburse all paid salary amount to **VGESPL**.

Vishwakarma Global Education Services Private Limited

Register office: 283, Budhwar Peth, Near – City Post office, Pune 411 002 Maharashtra, India

Tel No: 91 - 20 - 2452 - 5555

CIN: U74140PN1982PTC028763

Vishwakarma Global Education Services Private Limited

ANNEXURE -1

Sr.No.	Particulars	Amount (INR)
1	Basic	15,000/-
2	HRA	
3	Special Allowance	
4	Flexible Benefits Plan (FBP)	
5	Employer Provident Fund Contribution	
6	Gross CTC Salary	15,000/-
	Deductions	
7	Professional Tax	As per law
8	ESI	As per law
9	Income Tax	As per law
10	Provident Fund	As per law
	Total Deductions for the Month	

Notes:

1. Sr.no.4 bills to claim non-taxable in cases where applicable under (FBP)
2. Sr.no.4 The **Software Engineer** can claim exemption for Vacation in respect of any two (2) journeys in a block period of 4 years.

I agree and accept

.....
Siddhant Panachal,

Date: Dec 28 2021

Vishwakarma Global Education Services Private Limited

Register office: 283, Budhwar Peth, Near – City Post office, Pune 411 002 Maharashtra, India

Tel No: 91 - 20 - 2452 - 5555

CIN: U74140PN1982PTC028763

CIN-1174140PN1982PTC028763

DataScienceLab

Be Data Smart

Address : Flat No-9, Kohinoor Corner, Jagan-Niwas Co-Op Hsg. Soc , S.No 40/, Bhau Patil Rd, Bopodi, 411020

Dated 11 Nov 2019

Pre Employment Offer Letter



Dear Mr. Aaditya Aagashe

With effect from 11th Nov 2019 we are happy to offer you the position of "**Software Developer**" with **DataScienceLab, Pune** on the following terms & conditions:

- Your joining starts at 15 June 2020.
- You might be placed at any project as and when required by the management.
- Either party can nullify this contract by giving a notice of 30 days.
- Your duties and assignments for this position will be those described to you in your orientation.
- Your remuneration will be INR 3 Lakh per annum.

We wish you all the best and long journey with us.

Best regards,

PREETI SUSHEEL PANDHU
Founder & Director
DataScienceLab
Preeti.Pandhu@datasciencelab.in
+91 9730074380

DataScienceLab

Be Data Smart

Address : Flat No-9, Kohinoor Corner, Jagan-Niwas Co-Op Hsg. Soc , S.No 40/, Bhau Patil Rd, Bopodi,
411020

Dated :- 21 Sep 2019

INTERNSHIP OFFER LETTER

Dear Mr. Aditya Agashe,

With effect from 21st Sept 2019 we are happy to offer you the position of **“Trainee –Associate Consultant”** with **DataScienceLab, Pune** on the following terms & conditions:

- Your internship period will be for one month starting from the date of your joining i.e. 23rd Sep 2019 and end date would be 22nd Oct 2019. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- You might be placed at any project as and when required by the management.
- Either party can nullify this contract by giving a notice of 10 days.
- Your duties and assignments for this position will be those described to you in your orientation.

We wish you all the best and long journey with us.

Best regards,



PREETI SUSHEEL PANDHU
Founder & Director
DataScienceLab
Preeti.Pandhu@datasciencelab.in
+91 9730074380



Ph: +91 020 25670062
Fax: +91020 25660119
email: facility@uds.in
Website: www.uds.in

Mr. Pankaj Ganpat Salunke

APPOINTMENT LETTER

Dear Mr. Pankaj Ganpat Salunke

With reference to your application and subsequent interview, we are pleased to advise you that you have been selected as "BMS Operator" on contract at "ASCENDAS IT PARK (PUNE) PVT LTD-PUNE."

Date of Appointment: 22nd June 2021

You will be paid a Gross Salary with Bonus amount of Rs.16,500 /- (Sixteen Thousand Five Hundred Rupees only) per month. We will be deducting statutory contributions such as PF & ESI etc. You shall abide by the term & conditions & the rules of the company client ASCENDAS IT PARK (PUNE) PVT LTD-PUNE as in force from time to time.

Your faithfully

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Comercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Saijai, Off. Old Mahabalipuram Road, Thoraipakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax: +91 44 24961912

CIN-U74140TN2003PTC051955

• AHMEDABAD • BENGALURU • CHENNAI • COIMBATORE • DELHI • GOA • HYDERABAD • KOCHI • KOLKATA • MUMBAI • MYSORE • POONAMALLEE • PUDUCHERRY • THIRUVANANDAPURAM • TRICHY



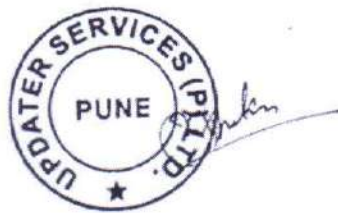
Ph: +91 020 25670062
Fax: +91020 25660119
email: facillty@uds.in
Website: www.uds.in

Annexure

SALARY DETAILS	Amount (Rs)
Basic	12000
DA	0
House Rent Allowance	3500
Special Allowance	0
Bonus	1000
Gross Salary (With Bonus)	16500
PF	1440
ESIC	124
PT	200
Net Salary	14736

Note - Quarterly Leave Wages – Rs 1142/-

For UPDATER SERVICES (P) LTD.



UPDATER SERVICES (P) LTD., Akshay Sankul, Comercial Complex, First Floor, Hanuman Nagar,
Senapati Bapat Road, Pune - 411 016

Head Office : No. 2/302/A, UDS Salai, Off. Old Mahabalipuram Road, Thoraipakkam, Chennai - 600 097. Ph : +91 44 24963234 Fax : +91 44 24961912

CIN-U74140TN2003PTC051955

● AHMEDABAD ● BENGALURU ● CHENNAI ● COIMBATORE ● DELHI ● GOA ● HYDERABAD ● KOCHI ● KOLKATA ● MUMBAI ● MYSORE ● POONAMALLEE ● PUDUCHERRY ● THIRUVANANDAPURAM ● TRICHY

3rd August, 2022

To,
Rohit Nanaware,
Contact number: +91 87885 38936
Email: nanawarerohit502@gmail.com

Subject: Employment Letter

Dear Rohit,

Complete Java Classes (CJC) ("The Company") is pleased to offer you the position of Programming Mentor subject to the following:

- (1) You are required to join the Company on or before 6th August 2022. 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) Your tenure will start from 6th August 2020, and will be for upcoming Two Years from the date of joining.
- (3) 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.
- (4) You will initially be based at our office at Karvenagar, Pune.
- (5) The Company follows an employee appraisal only once in a year.
- (6) Use of computer facilities/Mobile device for personal reasons is strictly prohibited. You must return all the equipment's while leaving the job.
- (7) Your Annual CTC will be 2.4 LPA after the completion of Probation Period of 3 months from the DOJ. And During the Probation Period the CTC will be 2.0 LPA.

Regd Office: Office No 1 (Ground floor), Above Rupam Sweets, Vikas Mitra Mandal Chowk Road, Near karvenagar

Stop, Pune-52



You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please meet Mrs. Sneha K, to complete the joining formalities.

Address:

Office No 1 (Ground floor),
Above Rupam Sweets,
Vikas Mitra Mandal Chowk Road,
Near Karvenagar Stop, Pune-52

AKSHADA

We understand that you may have queries during your joining period. We would encourage you to contact Mrs. Sneha K, for the same on completejavaclasses@gmail.com.

We welcome you to Complete Java Classes (CJC) and looking 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 CJC,

Mrs. Sneha K.
HR Head,
CJC, Pune.

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is

Name: _____

Date: _____

Signature: _____

Regd Office: Office No 1 (Ground floor), Above Rupam Sweets, Vikas Mitra Mandal Chowk Road, Near karvenagar

Stop, Pune-52



10 March 2022

Ms. Shruti Degaonkar
Pune

Dear Shruti,

Offer Letter

We are pleased to offer you to work as **Intern – Trainee Software Engineer** starting from **11 March 2022**.

1. You will be working at company's premises at **Pune**. You will be subject to the general rules of conduct, discipline, leave rules, holidays, hours of work, etc. that are prevailing in the company or may be brought into force from time to time.
2. You will work under probation period for 6 months or till the completion of your education. During the probation period, you will be paid a consolidated compensation of Rs.15,000 per month. After successful completion of your probation period and based on your performance, you will be offered 400,000/- CTC.
3. You will be required to undertake a Confidentiality Agreement effective for the duration of your work. The Confidentiality Agreement is to ensure that all proprietary information, documents, literature, invention obtained/made during your tenure with Prorigo Software will not be utilized by you at any point to undermine the interests of Prorigo Software.
4. You will be required to abide by the organization's policies in force from time to time.

Please acknowledge your acceptance by signing and returning the duplicate copy of this letter.

With warm regards,

Kishore Kumar

HEAD – Human Resource

I accept the above offer and my date of joining is : 11-March 2022

Name: Shruti Anup Degaonkar

Signature: Shruti

Date: 10/03/22



**Star Union Dai-ichi
Life Insurance**

a joint venture of

10th March 2022

To,
Akshay Raut
B-901, Mont Vert Belair
Bhugaon
Pune - 412115

Dear Akshay,

Offer Letter: Software Development Engineer

With reference to your interview with us, we are pleased to offer you the position of **Software Development Engineer in Corporate Office**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Digital- Technology & Innovation, Corporate Office**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

4. (ii) Candidate who has worked with Star Union Dai ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.

Star Union Dai-ichi Life Insurance Company Limited

Registered Office: 11th Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.
Toll Free No.: 1800 266 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel.: 022-7196 6200 | Fax: 022-7196 2811
Email: customercare@sudlife.in | Website: www.sudlife.in | IRDAI Regn. No. 142 | CIN: U66010MH2007PLC174472

Trademark used under licence from respective owners.

Does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

We mean life!



Star Union Dai-ichi Life Insurance

A joint venture of
Bank of India | Union Bank of India | Dai-ichi Life

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 1st February 2022.

Yours faithfully,

Dinesh Bojwani
Head – Human Resources

I, **Akshay Raut** have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:



MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **Akshay Raut** declare that;

1) I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

2) I suffer / have suffered from (mention if any):

If required I agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future in case I am found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

Please refer to Annexure B for details of documents to be submitted prior to joining.



Star Union Dai-ichi
Life Insurance

星 友 人 壽 保 險 有 限 公 司

To,
Akshay Raut
B-901, Mont Vert Belair
Bhugaon
Pune - 412115

10th March 2022

Dear Akshay,

Offer Letter: Software Development Engineer

With reference to your interview with us, we are pleased to offer you the position of **Software Development Engineer** in **Corporate Office**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Digital- Technology & Innovation, Corporate Office**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
 - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
 - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.

4. (ii) Candidate who has worked with Star Union Dai ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct and the company will be solely at the discretion of the



Star Union Dai-ichi Life Insurance

Union Bank Dai-ichi Life

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 1st February 2022.

Yours faithfully,

Dinesh Bojwani
Head – Human Resources

I, Akshay Raut have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:

2069644 / ELTP-CAMPUS / 2022

27-May-2022

Subject: **Letter of Intent**

Dear Rutuja,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of **First Class/60%** or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in Annexure - A and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under probation for a period of **6 (Six) months** from the date of joining.
- o During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to Annexure - B for breakup of your intended Annual Salary package.
- o Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to Annexure - C for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least **2 years** from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 0363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN LG4200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on CampusJoining@techmahindra.com

This Letter of Intent shall cease to be valid on 25-Nov-2022 or Issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

2069644 / ELTP-CAMPUS / 2022

27-May-2022

Subject: Letter of Intent

Dear Rutuja,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ø Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

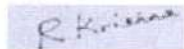
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **25-Nov-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head.- Resource Management Group

Annexure A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

To start learning courses use tmlfh.udemy.com link.

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery	20.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	6.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2021	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2021	6.5
Communication	The Art of Communications ? Become a Master Communicator	3.25
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.36
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure C

Total Cost to Company (TCC) (Per Annum)		325000
Components of Total Cost to Company		INR. (Per Annum)
Basic (@40% of Total Fixed Pay)		112394
HRA (@70% of Basic Pay)		78676
Bonus/Statutory Bonus		48000
Employer's contribution to Provident Fund (@12% of Basic Pay)		13487
Flexible Components of TFP ^		28428
Total Fixed Pay (Per Annum)		280985
Total Variable Pay (TVP) (Per Annum) (*)		31221
Total.....(A)		312206
Additional Benefits....(B)		12794
Gratuity		5407
Insurance Premiums (towards GTLI, GMIP and GPAL)		7387
Total Cost to Company (Per Annum) -----(A) + (B)		325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.		
LTA		12,000
Meal Card (Max INR. 2200 per month)		26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.		
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year		
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
i) Gratuity : As per Payment of Gratuity Act		
ii) Insurance		
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs , to the beneficiary on the unfortunate death of the associate		
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .		
c) Group Personal Accident Insurance (GPAL) coverage : You would be enrolled under the Company's GPAL scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		

Caringly yours



Bajaj Allianz General Insurance Company Limited

PRIVATE AND CONFIDENTIAL
LETTER OF INTENT

05-Jul-2022

Vidhi Jain
Pune

Subject: Offer for the designation of Executive Trainee

Dear Vidhi,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be **07-Jul-2022**. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

Bajaj Allianz General Insurance Company Limited

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

Name : Vidhi Jain

Designation : Executive Trainee

Date of joining : 07-Jul-2022

Grade & Band : Trainee- TR

Location : MARVEL

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	10,000	1,20,000
2.	House Rent Allowance	4,000	48,000
3.	Statutory Bonus	3,833	46,000
4.	Personal Pay	13,219	1,58,631
5.	Total - A	31,053	3,72,631
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	481	5,769
8.	Total Retirals Pay - B	2,281	27,369
9.	*Total Fixed Pay - A+B	33,333	4,00,000

- A. RULES for Personal pay package: Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Mediciclaim Cover: You will be eligible to participate in Company's Group Mediciclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statues. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement Sheet, you will also be eligible for performance based incentive as per the Company's Internal policy and norms, from time to time. Please note that the payment of performance based incentive is solely Company's discretion. Further the



Bajaj Allianz General Insurance Company Limited

amount of performance based incentive will be paid to you only if you are actively serving on the rolls of the Company and not serving any notice period as on the date of disbursal /payout of such performance based incentive.

- H. The hiring is subject to completion of hiring formalities.
- I. The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 10/- for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

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Caringly yours



Bajaj Allianz General Insurance Company Limited

PRIVATE AND CONFIDENTIAL
LETTER OF INTENT

04-Jul-2022

Gauri Chavan
Pune

Subject: Offer for the designation of Executive Trainee

Dear Gauri,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be 07-Jul-2022. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

Bajaj Allianz General Insurance Company Limited

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

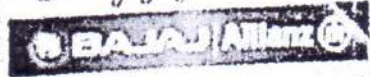
Name : Gauri Chavan
Date of joining : 07-Jul-2022
Location : MARVEL

Designation : Executive Trainee
Grade & Band : Trainee- TR

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	10,000	1,20,000
2.	House Rent Allowance	4,000	48,000
3.	Statutory Bonus	3,833	46,000
4.	Personal Pay	13,219	1,58,631
5.	Total - A	31,053	3,72,631
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	481	5,769
8.	Total Retirals Pay - B	2,281	27,369
9.	*Total Fixed Pay - A+B	33,333	4,00,000

- A. **RULES for Personal pay package:** Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Medclaim Cover: You will be eligible to participate in Company's Group Medclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statues. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ Intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company (whether towards statutory payments as well as towards Basic pay and other components of pay) as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement Sheet, you will also be eligible for performance based incentive as per the Company's internal policy and norms, from time to time. Please note that the payment of performance based incentive is solely Company's discretion. Further the

Caringly yours



Bajaj Allianz General Insurance Company Limited

Amount of performance based Incentive will be paid to you only if you are actively serving in the rolls of the Company and not serving any notice period as on the date of disbursement /payout of such performance based incentive.

- ii) The hiring is subject to completion of hiring formalities.
- i) The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 10/-, for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited.

Authorized Signatory

Bajaj Allianz General Insurance Company Limited

PRIVATE AND CONFIDENTIAL
LETTER OF INTENT

05-Jul-2022

Gunjan Malik
Pune

Subject: Offer for the designation of **Executive Trainee**

Dear Gunjan,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of Executive Trainee at Trainee- TR with Bajaj Allianz General Insurance Company Limited ("BAGIC" or "the Company" or "we"). You will be based at MARVEL and your date of joining will be 07-Jul-2022. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment.

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,



Authorized Signatory

Bajaj Allianz General Insurance Company Limited

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

Name : Gunjan Mukk
Date of Joining : 07-Jul-2022
Location : MARVEL

Designation : Executive Trainee
Grade & Band : Trainee- TR

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	10,000	1,20,000
2.	House Rent Allowance	4,000	48,000
3.	Statutory Bonus	3,833	46,000
4.	Personal Pay	13,219	1,58,631
5.	Total - A	31,053	3,72,631
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	481	5,769
8.	Total Retirals Pay - B	2,281	27,369
9.	*Total Fixed Pay - A+B	33,333	4,00,000

- A. **RULES for Personal pay package:** Each employee is free to exercise his/her choice of apportionment of Personal Benefit package subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Mediclaim Cover: You will be eligible to participate in Company's Group Mediclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statutes. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ Intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in this Annexure.
- G. Apart from the Total Fixed Pay mentioned in the above Compensation Entitlement Sheet, you will also be eligible for performance based Incentive as per the Company's Internal policy and norms, from time to time. Please note that the payment of performance based incentive is solely Company's discretion. Further the

Caringly yours



Bajaj Allianz General Insurance Company Limited

amount of performance based incentive will be paid to you only if you are actively serving on the rolls of the Company and not serving any notice period as on the date of disbursement /payout of such performance based incentive.

- H. The hiring is subject to completion of hiring formalities.
- I. The exact sums of all the amounts mentioned in the Annexure A above may mismatch up to an amount of INR 10/-, for the purpose of rounding off the total amount.

For Bajaj Allianz General Insurance Company Limited,

Authorized Signatory

HRD/3T/1003313159/22-23

Mr. Devendra Pitaliya
Chinchwad Station
Pimpri Chinchwad, Pune
Pimpri chinchwad, pune-411033
India

Ph: +91-9503362310

Dear Devendra,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.06.30 13:46:28 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1003313159/22-23

Mr. Devendra Pitaliya
Chinchwad Station
Pimpri Chinchwad, Pune
Pimpri chinchwad, pune-411033
India

Ph: +91-9503362310

Dear Devendra,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **15-Sep-2022**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Devendra Pitliya
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Devendra Pitaliya		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328

2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150

3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Offer: Computer Consultancy
Ref: TCSL/DT20218087862/Pune
Date: 26/11/2021

Mr. Devendra Narendra Pitaliya
Neminath Bhavan Chinchwad Station,
Lokmanya Hospital,
Pune-411033,
Maharashtra.
Tel# -

Dear Devendra Narendra Pitaliya,

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 &

TCS Confidential
TCSL/DT20218087862

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyat, Tana, Ground Floor, S.No.10/11, T.C.S. Tower-15, Nagar Road, Yerwada, Pune-411 006 India

Tel: 91 20 6608 7200 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1200 209 3111 Email: careers@tcs.com



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



APPOINTMENT LETTER

January 24, 2022

Dear Sakshi Chaudhari,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name:	Sakshi Chaudhari	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	11,667	1,40,000
Basket of Allowances (BOA)	12,308	1,47,700
Gross pay & Allowances	23,975	2,87,700
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,558	30,700
Statutory & Retirals Benefits	4,358	52,300
Cost to Company (OTE)	28,333	340,000

TecHealerz Solutions Private Limited



August 29th 2021

To,
Abhijit Ramesh Mankar
Ph.: 8855972425
Email: abhijitmankar88@gmail.com

Sub: Job Offer – Software Engineer

Dear Abhijit,

With reference to your application and subsequent interviews with our Technical team, we are pleased to offer you a full time position with our Organisation as Software Engineer.

This is a Work from Home position until the COVID-19 situation comes under control and will not require any travel during this time. Your joining date would be Monday, August 30th 2021.

You are required to submit the scanned copies of the following documents:

1. Aadhar card, PAN card and Passport
2. Educational qualification certificate(s)-10th, 12th and College Marksheet
3. Recent passport size photograph and latest Selfie photograph taken from your phone
4. Relieving letter and 3 months Salary slips from your previous employer
5. Two professional reference letters (other than relatives)
6. Experience Certificate(s) of all your previous companies

Please note that this offer of employment is subject to verification of your documents.

Kindly sign this document and send us the scanned copy acknowledging your acceptance of the above terms and conditions of the job offer latest by Sunday, August 29th 2021. You will be issued formal letter of appointment on your date of joining.

We look forward to welcoming you on board.

With best wishes,

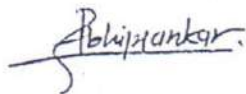
For TecHealerz Solutions Private Limited

Jitendra
Kumar Tilak

Digitally signed by
Jitendra Kumar Tilak
Date: 2021.08.29
13:15:32 +05'30'

Managing Director

Accepted By:


Abhijit R. Mankar

Date:

29/08/2021

Address- C2-1229, C2 BLOCK, PALAM VIHAR GURUGRAM Gurgaon HR
122017 IN

TecHealerz Solutions Private Limited



ANNEXURE TO THE OFFER

Name: Abhijit Ramesh Mankar

Designation: Software Engineer

Location: Gurugram, Haryana

Date of Joining: Monday, August 30th 2021

Dear Abhijit,

The break up of the Annual Salary is as below:

Details	Monthly	Annually
Basic and Allowances		
Basic Salary	14,583	1,75,000
House Rent Allowance	7,292	87,500
Special Allowance	4,861	58,333
Other Allowance	2,431	29,167
Gross Base Salary	29,167	3,50,000
PF @12% of Basic (Company's Contribution)	1,750	21,000
Performance Bonus (Paid Every Quarter)		35,000
Gratuity (Payable as per Gratuity Act)	-	8,413
	1,750	64,413
Total CTC	30,917	4,14,413

Jitendra
Kumar
Tilak

Managing Director

Digitally signed
by Jitendra
Kumar Tilak
Date: 2021.08.29
13:15:48 +05'30'

Accepted By:

Abhijit R. Mankar

Date:

29/08/2021

Address- C2-1229, C2 BLOCK, PALAM VIHAR GURUGRAM Gurgaon HR
122017 IN

OFFER OF EMPLOYMENT

Jun 10, 2021

To,

Ajinkya Jitendra Kamble

S/O: Jitendra Kamble

Waterlily B 13, Sukhwani Campus, Opp. S.T. Stand, Valibhnagar

Pimpri, Pune, Maharashtra - 411018

Position offered: Project Trainee

Hi Ajinkya,

Congratulations! We are glad to invite you to be a part of an elite corps; Bitwisers are recognized as one of the industry's most competent technology professionals. Our culture fosters the concept of "team" where Bitwisers collaborate passionately, innovatively and confidently to turn the whys into why not and the how into wow. Our clients choose us time and again, because our commitment goes beyond the immediate. This makes working at Bitwise not just any "job" but a true calling.

Welcome to Bitwise!

So what's in it for you?

- Experience a truly dynamic work environment and an opportunity for you to make a difference
- Broaden your horizon, skills and profile working with some of the best minds in the industry
- Take your ideas and passion to the next level with an opportunity to impact markets, technology and the future

Compensation Details

Your annual CTC will be ₹3,00,000/- (Three Lakh Only) P.A.TDS will be deducted as applicable.

The breakup of your salary will be as follows:

	Annual in ₹	Monthly in ₹
Basic	138000	11500
HRA	55200	4600
Transport Allowance	27600	2300
Special Allowance	6000	500
Medical Allowance	27600	2300
Gross	254400	21200
Bonus	24000	0
Company contribution to PF	21600	1800
CTC	3,00,000	23000

*Bonus will be paid proportionately during 2022 Diwali.

Your employment will be effective from Jun 14, 2021.

You will be on probation till Dec 13, 2021 and based on your performance and the company's requirement & on completion of your graduation degree you will be converted to a permanent employee. However this offer is contingent upon completion of a successful reference & background check.

We look forward to your confirmation of acceptance at the earliest. That's how eager we are for you to join us!

For BITWISE SOLUTIONS PVT. LTD.

Sincerely,

X



Rupali Veerkar

VP - HR



Date :11 April 2022

Jinashkumar Raju

Aundh,Pune-410401

Pune (D)-410401

Sub:Employment Letter

Dear Jinashkumar,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as Executive in the Operations with CONNEQT Business Solutions Limited (The Company) with effect from 11 April 2022 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 185255.00 In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 224604.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 11 April 2022. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Pune - Dev IT Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.

Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

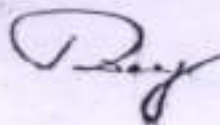
In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.



Tony Jacob Joseph

Associate Vice President - Human Resource

I accept the terms of this letter



Q CONNQTT

BUSINESS SOLUTIONS LIMITED

Name Jinashkumar Raju
Grade 1A
Designation Executive

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	6551.00	78611.00
House Rent Allowance	3931.00	47172.00
Other Allowance	4410.00	52920.00
Advance Statutory Bonus	546.00	6552.00
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 INCENTIVE @ Meeting Expectation(100%)	936.00	11232.00
C. MONTHLY GROSS (A+B)	16374.00	196487.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1316.00	15792.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	315.00	3780.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	532.00	6384.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	160.00	2160.00
E. TOTAL COST TO COMPANY (C + D)	18717.00	224604.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1316.00	15792.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	123.00	1474.00
Provisional Fund Contribution will be based on Basic Salary + House Rent Allowance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.		

Raj

I accept the terms of this letter

Jinash



Auto Cluster Development And Research Institute

(Supported by: Govt. of India, Ministry of Commerce & Industry New Delhi, PCMC & MCCIA)
Website: www.autoclusterpune.org | Email: info@autoclusterpune.org



Mr. Abhilash Gajanan Dhamanaskar
At/Post – Abhilash Niwas, More Wasti, Chikhali, Pune.

Date: 22nd December 2021

Dear Mr. Abhilash Gajanan Dhamanskar

Sub: - Contractual Appointment as a Trainee-RPT Department.

Please refer to the interview you had with the selection committee on 21st December 2021. We are pleased to inform you that you have been selected on contractual basis for the position of Trainee-RPT Department for the period of a six-month w.e.f 3rd January 2022. The contract may subsequently be extended on mutually agreed terms subject to satisfactory performance.

The terms & conditions are as below: -

- 1) During the said period, you will be paid Rs 14000/- (Rs. Fourteen Thousand) per month. You will be entitled to Provident Fund and Conveyance reimbursement for official work etc. as per company rules.
- 2) You will report to the undersigned or any other person assigned by ACDRI from time to time. It is to be clearly understood and agreed that your appointment is purely on contractual basis.
- 3) You will take up such assignments/duties as may be given to you by the management from time to time in any office, branch or division of this company or in any subsidiary of this company.
- 4) While you are in service of the company, you will abide by the working hours & other standing orders, rules & regulations as applicable to the department, branch or place of your posting. You will abide by whatever shift or duty hours that may be fixed in your Case from time to time.
- 5) You will not without company's prior written permission, take up any outside work or profession, employment or assignment whether part-time or on assignment basis, for Remuneration or otherwise.
- 6) As part of your employment with the company, you may become aware of or otherwise come into possession of, information relating to the Company's Processes Products, Data, Plans & Technology which is not public information & which Company regards as secret & confidential information. You should not during & after your employment with the Company divulge such confidential information outside the Company in any manner whatsoever & within the Company, you may divulge, such confidential information only to those, who have a need to know it in the best interest of the Company. You will not use confidential information for the benefit of yourselves or others outside the Company.

ADK





Auto Cluster Development And Research Institute

(Supported by: Govt. of India, Ministry of Commerce & Industry New Delhi, PCMC & MCCIA) www.automatix.com
Website: www.automatix.com | Email: info@automatix.com



- 7) If at any time your role with the Company is of nature that requires you to conduct advise or otherwise become involved in technical or other developments, or you otherwise make technical or other developments based on confidential information or you use the Company's resources or facilities to make technical or other development, then any such technical developments made or discovered by you individually or with others will be the sole & exclusive property of the company & you shall assign all rights & interests to such development technical or otherwise (Including but not limited to any rights to seek patent protection, design registrations & copyright protection) to the Company & you shall sign all consents or other necessary documents that may be required in that connection.
- 8) During the Contract Period, your services may be terminated without any notice and without assigning any reason. However, in the period extension of the contract, your services may be terminated by one months' notice or salary in lieu thereof, from either side.
- 9) In case of any change in your contact details or residential address mentioned in your resume, you will inform accordingly to the Company, immediately from the date of such change within three days, for updating Company's records.
- 10) Please confirm your acceptance of the appointment on the above terms & conditions by returning one copy of this letter duly signed by you.

At the date of joining please bring along with you following documents-

- A. Duly accepted & signed copy of this appointment letter.
- B. Xerox copy of your certificates, PAN & Address Proof.
- D. Xerox copy of Experience & relieving Certificate from your previous employer

With Regards

Kiran K. Vaidya
Managing Director

I have read & understood fully the terms & conditions and other contents of this letter and agree to abide by the same willingly.

Date:

Applicants Signature

CC: - 1. Sr. Manager Account / HR
2. Staff Personal File.

Deval



Auto Cluster Development & Research Institute

Address :- 'H' Block, Reserve Plot C-181, Chinchwad, Pune. 411019
PAN No:- U91110PN2004NPL019210



Employee Name	Abhilash Dhamnskar
Employee number	096
Date of Joining	03.01.2022
Designation	Technical Associate

PF No	PUPUN0305850/
UAN No	101772846999
Days	31 Days
Paid days	31 Days

Payslip for the month : May. 2023

Payment Heads	For the month	Cumulative	Deduction Heads	For the month	Cumulative
Basic	4600	9200	Prof tax	200	400
Dearness Allowance	5520	11040	PF- May-23.	1800	3600
House Rent Allowance	600	1200	ESIC	135	269
Conveyance Allowance	500	1000	Advance if any		
Medical Reimbursement	700	1400			
Leave Travel Allowance	1250	2500			
Special Allowance	550	1100			
Gratuity	2900	5800			
Performance bonus	1320	2640			
Total Value	17940	35880		2134.55	4269.1
Net paid in Value ₹	15805				

Net paid in Words ₹ Fifteen Thousand Eight Hundred & Five only.

Remarks Cumulative figures include Ex-Gratia & Performance incentive

Authorised Signatory

Accounts, Finance Dept



Date :- 29.05.2023



HRD / RC / TEM / APMT /P2018/9/PSS200207

P. No. : 562186

Date : 02-Sep-2020

Ms GUNJAN DINESH MULIK
PAVANI APARTMENT INDRAYANI NAGAR HAVELI-411039

Dear Mr. / Ms. MULIK

Further to the interview and medical test you had with us for a temporary post, we are pleased to inform you that you have been selected for appointment as a Temporary **SUITABLE POST** against a temporary vacancy in our organisation and now offer you temporary appointment on the following terms and conditions :

- 1) Your appointment will be purely on a temporary basis for a period of seven months from the date of your joining duties. It will stand automatically terminated at the expiry of the above mentioned temporary period adjusted to the nearest following Saturday of the expiry date or even earlier at the discretion of the management if the temporary work to be assigned to you comes to an end before the above mentioned period, without assigning any reason, notice or compensation in lieu thereof.
- 2) Your temporary employment is also liable to be terminated forthwith, if at any time during the period of the temporary employment your attendance, performance, conduct and / or general behaviour is found by us to be unsatisfactory.
- 3) During your temporary employment you will receive a total remuneration of Rs. ****14,365.00**** per month as follows:
Consolidated Wages (Basic + DA) Rs. ****11,650.00****, Personal Allowance Rs. ****1,570.00****, HRA Rs. ****601.00****
Health Allowance Rs. ****234.00****, Uniform Maintenance Allowance Rs. ****310.00****. The above remuneration is fixed for the tenure of your appointment with us.
- 4) The Company may consider, depending on availability, providing transport facility to you for your travel to the Works and back subject to the rules and regulations in force.
- 5) Your Salary would be deposited every month in your bank account only. You are therefore required to open a bank account either with ICICI or HDFC or any other bank having core banking facility.
- 6) Please note that this temporary appointment will in no way confer on you any right for claiming permanent or temporary employment in the Company in future.
- 7) You will be governed by all the applicable rules and regulations in force in the Company including Standing Orders.
- 8) At the time of joining duties, you will have to bring with you the certified true copies of all the Certificates and Testimonials (including Clearance / Release Certificate from your previous employer, if any) for our records together with their originals for verification and two recent stamp size photographs.
- 9) Your appointment shall be liable to be terminated without any notice in case anytime in future, it is revealed that you have given illegal gratification to any person in the employment of the Company or otherwise for securing this appointment. The decision of the Company in this regard shall be final.

If the offer of temporary appointment on the above terms and conditions is acceptable to you, please sign the attached copy of this letter as a token of your acceptance and return the same to us.


You are required to join latest by **02-Sep-2020**. On joining, please report to the Recruitment Department, of Car Plant at 8.30 a.m. On your failure to join on the due date, the offer of appointment made to you will automatically stand withdrawn.

Yours faithfully,

For Tata Motors Limited


Abhishek Thigale

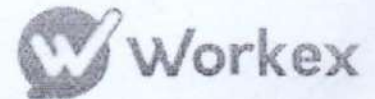
Senior Manager (Employee Relations)


3/9/20

TATA MOTORS LIMITED
Passenger Vehicle Business Unit

Corporate Office:

#555, 3rd Floor, Axis Padegal, 9th Cross
Road, J P Nagar 3rd Phase, Bengaluru -
560078



Dear Darshan Gaikwad,

It is my pleasure to offer you a position at our Client Location in the role of **Senior Associate** – (Lonavala, Khopoli). Your date of joining is **10th September 2020**.

You will on the payroll of **Workex Solutions and Services Private Limited**.

Your last working day will be 25th September,2020, If you are able to onboard 25 merchants in the given period of time then we can consider to extend your tenure till 30th September,2020.

A. SALARY DETAILS:

CTC per Annum	₹ 360000
CTC per Month	₹ 30000
Gross Salary per Month	₹ 28050
Net in Hand per Month	₹ 26250
Monthly Performance Bonus	As per Incentive Structure

Kindly accept the offer and revert with the confirmation. Please feel free to reach out to me in case you have any questions.

Best regards,
Shubham Kishore
Workex

House No. 405, Anand Nagar, Rewari, Haryana - 123401

CIN NO.: U74999HR2017PTC067282, E-mail- support@workex.xyz Phone Number: +91 80 5065 5611

Corporate Office:

#555, 3rd Floor, Axis Padegal, 9th Cross
Road, J P Nagar 3rd Phase, Bengaluru -
560078



Dear Darshan Gaikwad,

It is my pleasure to offer you a position at our Client Location in the role of **Senior Associate** – (Lonavala, Khopoli). Your date of joining is **10th September 2020**.

You will be on the payroll of **Workex Solutions and Services Private Limited**.

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CTC per Annum	₹ 360000
CTC per Month	₹ 30000
Gross Salary per Month	₹ 28050
Net in Hand per Month	₹ 26250
Monthly Performance Bonus	As per Incentive Structure

Kindly accept the offer and revert with the confirmation. Please feel free to reach out to me in case you have any questions.

Best regards,
Shubham Kishore
Workex



Date :25 May 2021

Sohail Jamil Shaikh

Building No 13,Mehta Park,DO Ambedkar Ro

Ad,Opp Shivaji Vidyalay, dehuroad, Kival

Pune (D)-412101

Sub: Employment Letter

Dear Sohail,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as CCE in the Operations with CONNEQT Business Solutions Limited (The Company) with effect from 25 May 2021 on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. 163860.00 In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 189600.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on 25 May 2021. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our Pune - Devi IT Office. The Company may transfer your services to any of the existing office (s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque



You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.

Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.

Tony Jacob Joseph

Assistant Vice President - Human Resource

I accept the terms of this letter

Q CONNEQT

BUSINESS SOLUTIONS LIMITED

Name Sohail Jamil Shaikh
Grade 1QA
Designation CCE

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	5530.00	66360.00
House Rent Allowance	3318.00	39816.00
Other Allowance	4346.00	52152.00
Advance Statutory Bonus	461.00	5532.00
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 INCENTIVE @ Meeting Expectation(100%)	0.00	0.00
C. MONTHLY GROSS (A+B)	13655.00	163860.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1185.00	14220.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	266.00	3192.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.)	444.00	5328.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	250.00	3000.00
E. TOTAL COST TO COMPANY (C + D)	15800.00	189600.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident F und Contribution. As per the act, you will contribute the same amount as employee contribution)	1185.00	14220.00
ESI -Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary . As per the act, 0.75% of your monthly gross will be recovered towards you.)	102.00	1229.00

Provident Fund contribution will be based on Basic Salary + House Rent Allowance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.



I accept the terms of this letter





A TCS – SBI Enterprise

Offer : CC
Ref : CE/HRO/2021-22/022
Date : 4/21/2021

Sub: Letter of Offer and Terms of Employment.

Dear Ms. Vrushali Shantaram Patil,

Thank you for your interest in exploring career opportunities with C-EDGE Technologies Limited.

We are pleased to make you an offer of employment in C-EDGE Technologies Limited as Assistant System Analyst- Trainee in T1, as per the C-EDGE grade structure.

Your employment posting would be at Mumbai. However, you could be posted anywhere in or outside India, depending upon the Company's requirements.

The terms and conditions of this offer, including benefits, as applicable to you, are detailed below with this letter. Your Gross Annual Salary is detailed in Annexure 1.

Kindly confirm your acceptance of this offer by, proposing the earliest date of your joining in Annexure 2. This offer stands void by the sole discretion of C-EDGE Technologies Limited, if the acceptance is not signed and returned to us within 10 days from the issue of the offer.

You will be required to undertake the pre-employment joining formalities as applicable, should you wish to accept this offer. This offer will be valid subject to your qualifying all the pre-employment joining formalities as applicable for C-EDGE Technologies Limited.

We wish you all the very best for a prosperous and enriching career with C-EDGE Technologies Limited.

Yours Sincerely,
For C-EDGE Technologies Limited

Ms. Cheryl Maria DCosta
Head Human Resources

C-Edge Technologies Ltd.

9th Floor, A-Wing Lodha i-Think Techno Campus, Pokharan Road No.2, Thane (West) – 400 607.
Tel 91 22 5550 3000 e-mail corporate.office@cedge.in website www.cedge.in
Registered Office: BanyanPark, Suren Road, Andheri (E) Mumbai 400 093 India

Annexure 1

Benefits - Monthly

Basic Salary: Your Salary will be Rs. **23037/-** per month.

House Rent Allowance: You will be eligible for HRA allowance of Rs. **2865/-** per month. To avail tax benefit on this amount, you have to submit a valid Rent Agreement & your monthly rent receipts to the HR/ Finance department.

Conveyance: You will be eligible for conveyance allowance of Rs. **1250/-** per month. Conveyance allowance up to a certain limit is exempt from tax.

Telephone Allowance: You will be eligible for Telephone Allowance of Rs. **1250/-** per month. This amount is subject to tax, as per the Income Tax laws applicable.

Leave Travel Assistance: You will be eligible to Leave Travel Allowance up to Rs. **5729/-** this year. This amount would be credited on a monthly basis & is subject to tax, as per the provisions of the Income Tax Act 1961.

Sundry Medical Reimbursements: You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family on a monthly basis, subject to a maximum of Rs. **15000/-** per annum.

Monthly Allowance: You will be paid a monthly allowance of Rs. **8216/-** per month. This amount is subject to tax, as per the Income Tax laws applicable.

Benefits - Annual

Bonus as per the Payment of Bonus Act, 1965: You will be entitled to Bonus as per the eligibility of the Payment of Bonus Act, 1965.

Yearly Performance Incentive: You would be eligible for a Yearly Performance Incentive of Rs. **11000/-** for this financial year. The disbursement of the performance payment will be dependent on mutually agreed goals and targets set by your supervisor and you achieving your target during the year.

If you have joined during the current financial year, all the above would be paid on 50% & pro-rata basis from your date of joining C-EDGE Technologies Limited. The bonus will be distributed on monthly basis. In case, you leave organization before one year from your date of joining, Performance Incentive paid shall be recoverable in Full & Final Settlement.

Post completion of Probation and appraisal cycle Performance bonus would be distributed on monthly basis based on the rating received and percentage decided by the management.

Disbursement of Performance bonus is purely based on management decision.

C-EDGE

A TCS – SBI Enterprise

Offer : CC
Ref : CE/HRO/2021-22/022
Date : 4/21/2021

Sub: Letter of Offer and Terms of Employment.

Dear Ms. Vrushali Shantaram Patil,

Thank you for your interest in exploring career opportunities with C-EDGE Technologies Limited.

We are pleased to make you an offer of employment in C-EDGE Technologies Limited as Assistant System Analyst- Trainee in T1, as per the C-EDGE grade structure.

Your employment posting would be at Mumbai. However, you could be posted anywhere in or outside India, depending upon the Company's requirements.

The terms and conditions of this offer, including benefits, as applicable to you, are detailed below with this letter. Your Gross Annual Salary is detailed in Annexure 1.

Kindly confirm your acceptance of this offer by, proposing the earliest date of your joining in Annexure 2. This offer stands void by the sole discretion of C-EDGE Technologies Limited, if the acceptance is not signed and returned to us within 10 days from the issue of the offer.

You will be required to undertake the pre-employment joining formalities as applicable, should you wish to accept this offer. This offer will be valid subject to your qualifying all the pre-employment joining formalities as applicable for C-EDGE Technologies Limited.

We wish you all the very best for a prosperous and enriching career with C-EDGE Technologies Limited.

Yours Sincerely,
For C-EDGE Technologies Limited

Ms. Cheryl Maria DCosta
Head Human Resources

C-Edge Technologies Ltd.

9th Floor, A-Wing Lodha i-Think Techno Campus, Pokharan Road No.2, Thane (West) – 400 607.
Tel 91 22 5550 3000 e-mail corporate.office@cedge.in website www.cedge.in
Registered Office: BanyanPark, Suren Road, Andheri (E) Mumbai 400 093 India

Annexure 1: Gross Salary Sheet

GROSS SALARY SHEET

Name	Vrushali Shantaram Patil
Designation	Assistant System Analyst- Trainee
Grade	T1

Compensation Details: (All Components are in INR)

Particulars	Monthly	Annual
1) MONTHLY COMPONENTS		
Basic	7729	92748
HRA	2865	34380
Conveyance	1250	15000
Telephone Allowance	1250	15000
Leave Travel Assistance	477	5729
Sundry Medical allowances	1250	15000
Monthly Allowance	8216	98592
Monthly Gross	23037	27500
2) ANNUAL COMPONENTS		
Bonus as per Payment of Bonus Act (if applicable)		
3) Retrials		
Provident Fund	687	8244
Gratuity		3305
Total Retrials Benefits		11549
4) Yearly Performance Incentive		11000
Total Gross	(1 + 2 + 3+4)	300000

Winsoft/HR/Offer/21-22/19

Apr 26, 2021

Mr. Rahul Ghawali
Karla Farms, at karla,
Post Kamshet, 410405

Subject: Appointment for the Consultancy services

Dear Rahul,

We are pleased to accept your consultancy services as "**Consultant**" for our organization as per the following details:

Date of Start : On Apr 27, 2021

Consultancy Location: Pune

Consultancy Fees : Your consultancy fees will be Rs.14,000/-(Rupees Fourteen Thousand Only) per month.

Your consultancy services with us will be subject to receiving all the documents as per **Annexure - A.**

This appointment is valid on the afore stated start date & subject to the submission of the accepted copy of the resignation letter of the current organization **within 1 working day** from receipt of this letter.

Please sign the duplicate copy of this letter as a token of your acceptance. On joining the Company, you will be issued an appointment letter explaining the terms and conditions & bond agreement copy to sign.

We welcome your decision of rendering services to Winsoft, and I am sure that we will enjoy a mutually rewarding association.

Best wishes for a long career with us.

For Winsoft Technologies India Pvt. Ltd

I accept the above terms and conditions
Rahul Ghawali

Ajit Bhansali
Director

Signature of the Candidate

Date of Joining



Offer: Computer Consultancy
Ref: TCSL/DT20207356347/Pune
Date: 10/01/2021

Mr. Jai Sunil Singh
A-206,Ramdev EnclaveRamdev Park Road,
Sai Suman Restaurant,
Mira Road-401107,
Maharashtra.
Tel# 091-8452034775

Dear Jai Sunil Singh,

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 &

TCS Confidential
TCSL/DT20207356347

1

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



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.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



Mask Polymers Pvt. Ltd.

RUBBER & TEFLON® PRODUCTS

Gal No. 109/110, Village Ambi, Tal. Mayal, Dist. Pune - 410 507. Maharashtra (INDIA)
Phone : 912114307180, E-mail : mask@maskpolymer.com Website : www.maskpolymers.com



Date: 21/10/2020

To,

Mr. Debendu Suvendu Roy
Krishna Kunj, Tungarli,
Lonavala, 410403

Appointment Letter

Dear Mr. Debendu,

Congratulations!!!

With reference to the interview you had with us, we are pleased to appoint you as a **"TRAINEE-IT"** in our organisation with effect from **21/10/2020 to 20/10/2021** on the following terms and conditions

You will be on training period for a period of 1 year from the date of your joining.

Your stipend will be Rs. 11,000/- p. m.

You will abide by all rules and regulations of the Company, which are in operation from time to time.

During your employment, you will be subject to the Standing Orders and/or service conditions applicable from time to time to the establishment where you are required to work. Your other service conditions will be the same as for the employees in your category in the organization.

During the continuance of your employment with us and thereafter you will keep all the secrets and will not divulge to any person, firm or company whatsoever (*other than to the Directors of the Company or to their authorized representatives*) your salary, increments and emoluments as also such secrets or confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company, its subsidiaries, associates or customers and suppliers.

You will not, during the continuance of your employment with us, undertake, carry on alone or in partnership nor be directly or indirectly employed or concerned with as principal, agent, clerk, assistant, servant or otherwise in any other business, trade or profession in any capacity whatsoever. You will devote your time and attention to your duties with us.



Mask Polymers Pvt. Ltd.

RUBBER & TEFLON® PRODUCTS

Gat No. 109/110, Village Ambi, Tal. Maval, Dist. Pune - 410 507. Maharashtra (INDIA)
Phone : +912114307186, E-mail : mask@maskpolymer.com Website : www.maskpolymers.com



ISO/TS 16949 : 2009

In the event of your services being confirmed in writing, it is hereby agreed and understood that you shall retire from the service of the Company on attaining the age of 60 years.

The Company may, after confirmation, terminate your services by giving you one month's notice in lieu of notice. Provided, however, that no notice or salary in lieu of notice will be required to be given in case your services are terminated for any misconduct. Should you, however, desire to sever your connections with the company after confirmation, it will be necessary for you to give one months' notice to the company of your intention to do so?

Upon the termination of your employment, you will return to the Company all tools, spares documents and any other articles and/or copies thereof belonging to the Company which may at the time be in your possession.

Your appointment is subject to your producing all the documentary evidence and certificates in original of your age and qualifications as stated by you in the employment application form.

It is clearly understood and agreed that if any statement made by you in our standard application form is found to be erroneous and/or suffers from any omission which tends to mislead the Company, then such error or omission will constitute sufficient cause for termination from the services of the Company at any time during employment.

You are required to communicate to the Company any change in your present address, failing which, the last known address on the Company's records will be taken as the current address for all communications to you.

Please sign the duplicate copy of this letter as token of your acceptance to this letter.

We wish you all the best in Mask Polymers Pvt. Ltd!!!

For Mask Polymers Pvt. Ltd.

Authorized Signatory

Handwritten signature



Date: Dec 23, 2020
Offer No : QS2086829

POONAM NAGURAO GAJBHARE

123456

FIXED TERM EMPLOYMENT CONTRACT

Dear POONAM NAGURAO GAJBHARE

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to SAMSUNG INDIA ELECTRONICS PRIVATE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JAN 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from JAN 01, 2021 to DEC 31, 2021.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at PUNE.



Ikya Confidential

Offer No : QS2086829

Page 1

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2086829** Associate Name: **POONAM NAGURAO GAJBHARE**
 Designation: **SEC** Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12568	150816
House Rent Allowance	4131	49572
Statutory_bonus	1047	12564
Gross Salary	17746	212952

Employer's Contribution		
Employer_esi	577	6924
Employer Provident Fund	1634	19608
Total Contribution	2211	26532
Cost to Company: (CTC)	19957	239484

Deduction: (Subjected to change)		
Employee Esi	134	1608
Provident Fund	1508	18096
Total Deduction	1642	19704
Net Take Home	16104	193248

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.



Ikya Confidential
Page 7

Offer No : QS2086829

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
 3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
 Open the camera on your smart phone and scan.



Offer Letter

Name: Arshad Sadik Ali
Date: Wednesday, July 22, 2020

Dear Mr. Arshad Sadik Ali,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, July 28, 2020**. Your work location would be **Mumbai / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Aishvary . (TNL201611035)
Role Location : Mumbai
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



TATA COMMUNICATIONS

Registered Office: VSB Mahatma Gandhi Road,
Fort Mumbai-400 001, Maharashtra
Tel no:+91 22 6657 8765; Fax:+91 22 6725 1962
CIN:L64200MH1986PLCO39266
Website:www.tatacommunications.com
Email:manish.sansi@tatacommunications.com

Date:25/05/2020

Company Confidential

Mr. Abhishek Kulkarni,

Pune.

Dear Abhishek,

Sub: Letter of Intent

With reference to your application and subsequent interaction we are pleased to offer you an Employment as **Network Analyst Engineer** in the Operations Function with Tata Communications Limited with effect from 25/05/2020 on the following terms and conditions.

You would be paid an annual compensation and benefit package totaling to an Annual CTC of **Rs. 4,58,000.00** as detailed in "Annexure A" to this appointment letter subjected to all the relevant tax laws.

You will be initially posted to our Pune Office. The company may transfer your services to any of the existing office(s)/department(s)/division(s)/sections of the Company including any of its subsidiaries / holding / associate company or in India or abroad.

Your employment with the company can be terminated upon 90 days prior notice by either side. However the Company reserves the right to, at its sole discretion; substitute the 30 Days prior notice by paying you salary for 30 Days in lieu thereof. Though if not certified during the training period the company has authority to terminate the employee without prior notice.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining / in connection with your joining shall be recovered from you. The company also possess the right to recover the training expenses incurred (as employee signed a bond with company).

Tata Communications Limited

VSB Mahatma Gandhi Road,

Fort Mumbai-400 001, Maharashtra



You will be on probation for a period of six months from the date of joining the company, post which you will be deemed confirmed unless you will receive an extension probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

From Tata Communications Limited.

I accept the terms of this letter

Avinash Prasad

Vice President |Human Resources

Tata Communications Limited
VSB Mahatma Gandhi Road,
Fort Mumbai-400 001, Maharashtra



**Pawana Infra
Development Pvt. Ltd.**

Raut Patil Vasti, Mamurdi, Dehu Road,
Tal. Haveli, Dist. Pune-412 101

DATE : 01/11/2020

Dear Mr. HELAMBKAR KULDIP ESHVER

Re: Appointment to the Junior Engineer

We are pleased to informing you of your appointment to the position of **Junior Engineer** within our Organization PAWANA INFRA DEVELOPMENT PVT LTD. In that position w.e.f- 3rd November 2020.

This Letter of Appointment and the attached Appendices will form your Contract of Employment.

Your employment may be terminated by the employer providing 4 weeks' notice or payment made in lieu thereof. You may terminate your employment by providing 4 weeks' notice. Your employment will be terminated summarily for any of the reasons listed in Appendix A attached to this letter of appointment.

In that position you will be required to work as per Companies schedule.

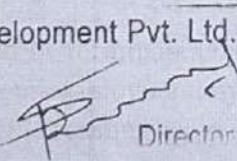
A Salary Details listed in Appendix B

We look forward to a mutually beneficial association

If you have any queries regarding any aspects of your appointment or the terms and conditions of your employment, please contact Mr. Parshuram Shinge.

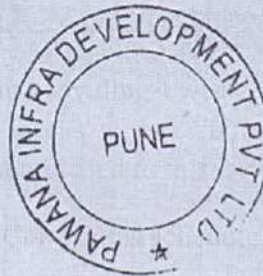
Yours faithfully

Pawana Infra Development Pvt. Ltd.



Director

Authorised Signatory



Appendix A

Summary Termination

At any time, the Employer may by notice in writing summarily terminate the services of the Employee under this agreement if the Employee:

- Engages in any act of commission or omission constituting serious misconduct in respect of their duties;
- Wilfully fails or neglects to perform or carry out their powers, functions or duties in an agreed manner;
- Commits a serious or persistent breach or non-observance of any of the provisions of this agreement
- Is engaged in any conduct which may tend to injure the reputation or standing of the Employer;
- Refuses or neglects to comply with any lawful and reasonable order given to you by the Employer or any other person duly authorised by the Employer;
- Wilfully breaches the confidentiality of any client/customer/patient, Employee or the Employer
- Attends for work under the influence of drugs and/or alcohol.

Appendix B

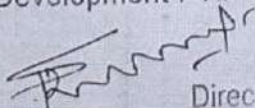
Salary Details

As salaries are paid Monthly by Cheque /NEFT payment only.

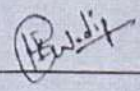
The Employee shall be paid the of Rs.180000.00 gross per annum (gross Rs.15000/month, PF ESIC and PT as per Gov norms.)

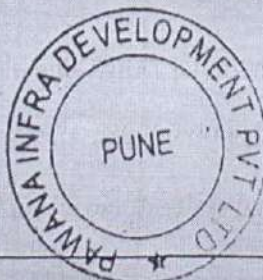
Effective from 3rd November 2020 and from the first full pay period commencing after the date this Contract is signed by the Employee.

Pawana Infra Development Pvt. Ltd.


Director

Authorised Signatory

Accepted By 





Dhruv Consultancy Services Limited

501, Plot No. 67, Pujit Plaza, Opp. K-Star Hotel, Sector-11, C.B.D. Belapur, Navi Mumbai – 400 614
Telefax No. +91 22 27570710, Mobile: - 09619497305, Website: www.dhruvconsultancy.in
Email ID: services@dhruvconsultancy.in, info@dhruvconsultancy.in, CIN No.U74999MH2003PLC141887

LETTER OF APPOINTMENT

Ref No. DHRUV/HR/AL/ 198 /2020

Date: 15.07.2020

Name : Mr. Akshay Dilip Mhatre

Address : 'Vithai Nivas', Ashtavinayak Society,
Chinchapada, Pen

Mobile No. : 9028664268 (akshaymhatre512@gmail.com)

Ref : Offer Letter Dated: 20.05.2020.

Dear Mr. Akshay,

We are pleased to appoint you in our organization as '**Junior Engineer**'.

- o Your emolument is already communicated to you vide our aforesaid offer letter.
- o This appointment will be with effect from 20.05.2020.
- o You will be based at MORTH- Pen Khopoli project site.
- o Your appointment will be governed by the policies, rules, regulations, benefits and terms and conditions of DCSL as applicable to you and the changes therein from time to time.

You are requested to accept and sign this appointment letter for our records.

We welcome you as a member of Dhruv Consultancy Services.Ltd.

For Dhruv Consultancy Services. Ltd

Manager- Human Resources



Bajaj Auto Limited,
Akurdi, Pune 411 035, India.
Tel +91 20 27472851
Fax +91 20 27473398
bajajauto.com

THE WORLD'S
FAVOURITE
INDIAN

HR/DTEs 2022 Batch

13, Jul 2022

Offered Date : 13, Jul 2022

5828675/PCPC Pune-Pimpri Chinchwad Polytechnic College-Pimpri-Chinchwad/Mechanical

Rohan Ramesh Kalshetty
rohankalshetty07@gmail.com
Mobile No. 8975103268

Dear Rohan Ramesh Kalshetty,

With reference to your application and the subsequent assessment you had with us, we are pleased to offer you an appointment at our **Akurdi Works** on the following terms and conditions:

1. You will be designated as **Diploma Trainee Engineer**.
2. You are being informed clearly that this opportunity of Job Trainee is being given to you considering unforeseen pandemic of COVID 19 and with an intention to help the students who are appearing for final examination of Diploma/Degree in Engineering. As the final examinations could not take place due to Lockdown declared by the Governments, the Company under social obligation is offering this Training pre results of your examinations.
3. You will undergo training under the Apprentices Act, 1961 for a period of one year from the date of joining / contract. You will sign a contract of Apprenticeship for this purpose & you will be governed by the Contract of Apprenticeship during the period of your training.
4. During the period of training, you will be paid a consolidated stipend of **Rs. 11,500/-**per month.
5. You are further being informed that this appointment on Job Training is being given to you subject to your passing final examination. If you fail in your final examination, then this appointment will be terminated automatically, and you will stand relieved from this training automatically within 8 days from the declaration of results of your final examination. In any case if the final examination doesn't take place within 12 months from date of this appointment, then this Training will automatically come to an end and you will stand relieved.
6. You are further being informed that this is a time gap arrangement made by the Company due to COVID 19 situation. If you succeed in your coming final examination, then you will be converted in to Apprentice under Apprentices Act subject to fulfilling the conditions thereof and approval of apprentice Advisor. For any reason, even after passing of your examination, if you are not found to be eligible/suitable candidate or not approved by the Advisor, then the Company shall have right to terminate this appointment without any notice or pay in lieu thereof and without providing any reason to you.
7. After passing of your examination referred to above, if you refuse to get converted in to Apprentice under the Act, then this appointment will to come an end automatically.
8. The period of training will be up to the results of the final examination of the year 2020 Diploma/Degree in Engineering for which you are appearing .If you fail in your examination, your training will be concluded automatically and you will stand relieved within 8 days of your results. Therefore, this offer is subject to your obtaining a diploma from a Polytechnic/ Institute without failure in any term/ semester and your medical fitness to be certified by the Medical Officer of the Company.
9. You will devote your full time and energy for the successful completion of training, and you will make use of all the training facilities provided to you.
10. During the period of Apprenticeship Training, the company reserves the right to terminate your training without any notice or compensation thereof, if it has sufficient reason to believe that you do not have sufficient interest in your training or you commit any act which is contrary to any of the clauses of this appointment letter or terms of apprenticeship contract.



Ref : EV/HR/AT/168

Date : 05.07.2022

To,

Shubham Shankar Kumbhar

1068, Behind nirmala Mata church, Sakai Nagar, Vasai Thane Mumbai 401202

Dear Shubham,

With reference to your application and subsequent interview you had with us, we are pleased to offer you Industrial Education & Training opportunity in our Organization as "Associate Trainee" w.e.f. 05.07.2022 on following terms and conditions:

Your enrolment for training/education shall be for the Basic course ie for a period of One year starting from 05.07.2022 to 04.07.2023 and shall automatically come to an end on completion of one year.

Depending on your interest and availability of training facility at that time as well as based on your Training performance during the Basic level Training, you may be offered 2nd year Training ie for Intermediate Level. However there is neither an obligation on your part nor on company's part to impart further training.

You are being enrolled as Trainee in accordance with Standing Order applicable to the establishment. During this period, you will be paid stipend as per Annexure I attached along with this letter. You will not be entitled to any other Allowances / Incentive, etc. during the period of training.

Your training is liable to be terminated, without any notice or compensation in lieu of notice and without assigning any reason thereof.

During the training period, in case you wish to resign from your traineeship, you are liable to give 15 days' notice, failing which an amount of 15 days stipend shall be recovered towards notice pay. In addition, deductions towards issue of all Personal Protective Equipment, Uniform at the market rate and transport & canteen shall be recovered for the month.

You will be evaluated periodically during your training/education period. If you are failing in any of these evaluations on the criteria decided by the management e.g. learning ability, attendance, behavior on shop floor with other colleagues and superiors etc, your training will be discontinued.

You will be entitled to 15 days leave per year during your training period, proportionately every month.

Your initial place of training/education will be at our Training Centre located at Hinjewadi. The Management may however, transfer you for training in any other Center incl department / unit of the company or any associated companies currently in existence, or which may be set up in future at any place in India for on-the-training. This training / education is being offered on best effort basis.

Shubham Shankar Kumbhar

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal. Khed Pune 410501
Registered Office: TACO House Plot No 20/B Damle Path Off Law College Road Pune 411 004 Maharashtra India



The terms and conditions applicable to such other place / establishment will apply to you consequent upon your transfer for training. In the event of you not joining at the place of training, within 4 days of the date mentioned in the transfer order, you shall be deemed to have relinquished and left your training on your own accord.

If you remain, absent for any reason whatsoever, from your training requirement for a continuous period of 4 (Four) days or more without prior sanction, then in such an event, the Company shall consider that you do not intend to continue your training and that you have put an end to your training period at your own free will and accord.

During the training/education period you will be governed by the rules and regulations of the company applicable to you from time to time and you will not engage yourself in any trade, profession, or vocation directly or indirectly and whether for gainful purpose or otherwise.

You will, at all times maintain secrecy about information of any kind which have come to your knowledge during the course of your training/education including the business affairs, inventions, manufacturing techniques, processes of the company, its Collaborators, Subsidiaries, Associates, Customers and Suppliers.

You shall not give out any one by word of mouth or otherwise particulars or details of our manufacturing process, technical know-how, security arrangements, administrative and / or organizational matters of confidential and secret nature, which may be your personal privilege to know by virtue of being Trainee

You shall be required to observe the timings and follow the rules and regulations and the code of discipline as applicable. You will receive on the job training in any shift as and when required by the Management.

It is your duty to keep the Company informed in writing with due acknowledgement, immediately of any change in your residential address or social status, otherwise the said information available in the records of the Company shall be treated as the true and correct information and all communications of whatsoever nature, that are sent to you by Registered Post AD to such address shall be deemed as served in a valid manner, whether served or returned un-served for any reason of whatsoever nature and the same shall be binding on you.

You will be responsible for machinery, tools and other items / materials entrusted to you from time to time. It will be your responsibility to keep all such machinery, tools and / or any other equipment's expressly entrusted to your custody in good, clean and working condition while you leave the training / education being provided by the company.

You shall be liable for a Medical check-up by a registered medical practitioner of company's choice at any time, prior or during the continuance of your appointment at the company. The Management may terminate your training/education if you are not found medically fit as per the medical standards prescribed by the company, without any notice or compensation. In this regard decision of the Medical Practitioner appointed by the company shall be final and binding on you.

Shubham Shankar Kumbhar

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal.Khed Pune 410501
Registered Office: TACO House Plot No 20/B Damle Path Off Law College Road Pune 411 004 Maharashtra India



In all matters not specifically provided herein, you will be governed by all rules / regulations and orders of the company that are framed / modified and made applicable to your category of employees from time to time.

All communications between us shall be preferably in English. If you refuse to receive and acknowledge any communication when tried to be served in person, such refusal amounts to valid service and shall be binding upon you. Any communication meant for you, affixing on the notice board of the Company also shall be deemed as valid service upon you.

This training offer letter is issued to you on the understanding that all the information given by you in your application for training and/or documents / certificates is correct, true and complete. At any point of time, if it is found that the information given by you is false or incorrect or suppressed, this offer of training shall be treated as null and void and you shall cease to be trainee of the Company with immediate effect. Please sign and return the duplicate copy of this training letter in token of your having read, understood and accepted the terms and conditions mentioned herein.

**Yours sincerely,
For Tata AutoComp Systems Limited – EV Division**

**Bobby Mishra
Senior Manager – HR**

.....
The terms and conditions are explained to me in English / Hindi/Marathi and I fully understood. The same are accepted by me and will remain binding on me.

Shubham Shankar Kumbhar

TATA AUTOCOMP SYSTEMS LIMITED

CIN: U34100PN1995PLC158999

Block F2, plot no A-79, Embassy Industrial Park, Chakan Industrial Area Phase-II, Chakan Tal.Khed Pune 410501
Registered Office: TACO House Plot No 20/B Damle Path Off Law College Road Pune 411 004 Maharashtra India

FORC/HR/

03.09.2022

To,

Mr. Mayuresh Mahadeo Shinde
A/P- Raje Shivaji Nagar, Sector 16, Chinchwad East,
Distt- Pune, Maharashtra
411019.

Sub: Engagement as Trainee Technician

Dear Mr. Mayuresh

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an opportunity of training at our plant at Chakan, Pune works on the following terms and conditions.

1. Training Period

You will be on training for 1 year from the date of joining.

2. Stipend

You will be paid stipend of Rs. 13,000/- p.m. during the training period.

3. Placement & Transfer

You will be liable to be placed in any department and also liable to be transferred to any other department / plant as required.

4. Working Hours

You will abide by whatever shift or duty hours that may be fixed in your case from time to time.

During the period of training, you will be eligible for leave as applicable.

5. Termination

During the period of Training of 1 year, the Company reserves its right to terminate your training at any time without notice in case your progress is not satisfactory. In case Company observes any irregularity in attendance or your non participation in training process, Company shall be entitled to terminate the training without any notice.

Contd...2

FORCE MOTORS LIMITED

CIN : L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE - 411 035, INDIA. Tel. : (+91) 20 27476381

Visit us at : www.forcemotors.com



6. General

- i) You will abide by the Rules & Regulations applicable to you which are in force for the time being, or may be framed from time to time.
- ii) You will not divulge to any unauthorized person/s any of this Company's trade secrets or affairs explained to you or observed by you during your association as Trainee.
- iii) Before joining our organization, you will be required to undergo a medical examination with the Company's Doctor for medical fitness.

7. Other

The Company is not under obligation to offer you an opportunity to work on regular employment on completion of training. Neither you are under obligation to accept any such offer, in case offered.

However, a satisfactory completion of training will enable you to have increased opportunities on employment market.

You are requested to communicate your acceptance of above terms and conditions and report immediately to our Chakan, Pune works for joining. You are also requested to bring at the time of joining, 5 photographs and copies of certificates in support of your educational qualifications, date of birth, etc.

Thanking you,

Yours faithfully,

For **FORCE MOTORS LIMITED**

RAHUL DAGA
AUTHORISED SIGNATORY

FORCE MOTORS LIMITED

CIN : L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE - 411 035, INDIA. Tel. : (+91) 20 27476381

Visit us at : www.forcemotors.com





Ref. No. 2022-23

Date: - 1st February 2023

To,
Umesh Kakasaheb Tone,
Shivarkar Chowk, Nr. Sane Chowk,
Pune, Maharashtra - 411062.

LETTER OF ENGAGEMENT

We are pleased to offer you an appointment as **Technical Fixed Term (FB)** in Tata Motors Limited, **Pune** for a fixed term on the following terms and conditions with effect from **9th February 2023**.

1. TERM OF ENGAGEMENT

- a. It is categorically brought to your notice that your engagement will be for a fixed term and will come to an end after completion of one year i.e. on **8th February 2024** from the date of commencement of your engagement i.e. on **9th February 2023** and no further notice in this connection will be required to be given by the Company. Your relationship with the Company will come to an end at the expiry of the term of the said engagement i.e. on **8th February 2024**.
- b. It may please be noted that you are being engaged in PVBU at **Pune**. The work on the said Project is likely to continue for a maximum period of one year and hence, you are being engaged for a specific purpose and for a specific period. It may also be noted that in case the above project comes to an end before completion of the period of one year then your engagement with the Company will automatically end. Similarly, due to any circumstances in case the work on the above Project gets extended beyond a period of one year, and your skills are required by the Company then your engagement will be extended for such further period by way of issuing an extension letter to that effect.

2. SALARY

You shall be paid emoluments as shown in Annexure 'A' to this letter of engagement. Besides this amount, you will not be eligible for any other payment or benefits.

3. DUTIES AND RESPONSIBILITIES

- a. You will be subject to the rules of the establishment as applicable from time to time and the prevailing laws applicable to you.

Authorized Signatory (TML)

Signature of Candidate

TATA MOTORS LIMITED

Geetanil 13-19 Nagindas Master Road Hutatma Chowk Mumbai 400 001
Tel 91 22 6656 1600 Fax 91 22 6656 1645 www.tatamotors.com CIN L28920MH1945PLC004520
Registered Office Bombay House 24 Homi Mody Street Mumbai 400 001

**TATA MOTORS LIMITED**

Pimpri, Pune 411018

Name Umesh Kakasaheb Tone

Pay Slip No. 1/P

Pers No. 00529496

Bank Code 411002013

Pay Period : March 2023

Ticket No. 529496

Bank Name State Bank of India

PAN : BYUPT9654E

Cost Cent 1119831

Bank Branch Chinchwad Station Br

Aadhar : 391258615499

C C Desc TOOLS - PLANNING

Bank A/C No. 36538993535

UAN : 101905262984

Level Technical FT

Emp. Group Fix Term

Basic : 6750.00

Org Unit TMCV:Operations:Pune CV Wrks:Tools Planning

Payments

Basic	6,314.52
Flexi Pay	3,032.84
HRA Allowances	3,157.26

Deductions

Ee PF contribution	1,122.00
Ee ESI contribution	94.00
Profession Tax	200.00
Canteen Coupons (Pimpri)	50.00

Total Payments 12,504.62**Total Deductions** 1,466.00

Projection for financial year

Net Pay 11,038.62**Gross Salary** 22,052.47**Aggr. Dedn-P.Tax & Std Ded** 22,052.00
Cumulative
Ee PF contribution 1,978.00
Loan Balances

Atten/Absence	Days in Month	Days Paid	Days Not Paid	Leave Position	Privilege Leave	Sick Leave	Casual Leave
Current Month	31.00	29.00	2.00	Yr. Opening Bal	0.00	0.00	0.00
		0.00		Availed	0.00	0.00	0.00
				Closing Balance	0.00	0.00	0.00

Pl complete UAN E-Nomination on EPFO by 30.04.23

* This is an electronically generated statement and should NOT be relied upon unless it is signed & certified by a competent person from the company



ManpowerGroup Services India Private Ltd.
Suite No. A,1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001

www.manpowergroup.com

Date: **07/Apr/2023**

Name: **Vishal Dipak Phakatkar**
Address: **Rakshewadi Rajgurunagar Tal-khed,Dist-Pune.410505**
Employee ID: **100602822**

Subject: FIXED TERM CONTRACT

Dear Vishal Dipak Phakatkar

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Engineer** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **07/Apr/2021**

End date of Assignment: **06/Apr/2024**

Gross Salary per month: **27496.4**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For **ManpowerGroup Services India Private Limited**

Signature

Dipankar Das
Head Staffing Operations

Accepted By
Vishal Dipak
Phakatkar



ManpowerGroup Services India Private Ltd.
Suite No. A, 1A, 1st Floor, Gobind Mansion,
H - Block, Connaught Circus,
New Delhi - 110001
T: 1800 - 419 - 4001

www.manpowergroup.com

The notice period for termination shall be in accordance with the following schedule:

Duration of Assignment	Notice Period
2 weeks or less	3 days
> 2 weeks to 1 month	1 week
1 month to 6 months	2 weeks
> 6 months	1 month

- (a) Information / detail/s provided by Temporary Staff to ManpowerGroup and in his/her resume which is taken as correct especially the information pertaining to age, educational qualifications, experience marital status and previous employment.
- (b) If relieving letter of previous employer is not provided / submitted, the offer and acceptance is subject to production of relieving letter within the time granted by ManpowerGroup.
15. In the event of any discovery / information made known to or available with ManpowerGroup with reference to any fraud, mis-statement, incorrect particulars or misinformation or suppression of any detail / material fact on any account leading to the mistaken offer of fixed term contract of service having been made / acted upon by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary compensating the actual loss suffered by them on account of such act/s.
16. In the event of Temporary Staff not producing the relieving letter from his / her previous employer [if applicable] within the stipulated time or due to any indulgence granted by ManpowerGroup the Contract of Temporary Service shall stand automatically terminated with / without any reference / notice to Temporary Staff with retrospective effect from the date of offer and making Temporary Staff liable to make good all losses, expenses, damages caused to ManpowerGroup apart from Temporary Staff compensating the actual loss suffered by them on account of such act/s.
17. This Agreement shall be governed by and construed in accordance with the laws of India and the relevant State Govt and all disputes shall be subject to New Delhi Courts Jurisdiction.

I CONFIRM THAT I HAVE CAREFULLY READ THROUGH AND UNDERSTOOD ALL THE ABOVE TERMS AND CONDITIONS OF ENGAGEMENT HEREIN AND I UNDERTAKE TO ABIDE BY THE SAID TERMS AND CONDITIONS.

For **ManpowerGroup Services India Private Limited**

Signature

Dipankar Das
Head Staffing Operations

Accepted By

Vishal Dipak Phakatkar



GOURI TELESALLES

Offer Letter

Date: 14/01/2022

To,
Mr. Mahesh Fand

Subject : Offer Letter – “**Team Leader**”

I am pleased to provide you with a full time offer of employment on behalf of “**Gouri Telesales**” for the position of “**Team Leader**”.

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our Organization.

Your starting CTC salary will be Rs **12000/- (Rs Twelve Thousand Only)** per month. You may also eligible for other incentive benefits subject to terms set by **Gouri Telesales**, any of which may be amended from time to time. Below is your salary breakup month wise.

The representations contained in this offer letter and enclosures supersede all prior written or oral presentations or communications pertaining to **Gouri Telesales's** offer of Employment.

You will be abiding with all the other terms & condition of Gouri Telesales.

Please find below company policy for your better understanding.

1. Your salary cycle will be 1st to 30th and you will get your pay in next month 15th date.
2. Last month incentive will be pay in next to next month salary cycle.
3. Absconding employee will not get any salary.
4. To relieve from the company, employee need to serve the notice period of minimum 30 days.
5. Employee will get one paid leave every month apart from his WO. Remaining leave will be consider as no paid leave.
6. Employee will get their annual appraisal/rating every year as per their contribution for the company
7. Employee will be eligible for promotion on basis past performance/behavior.

Your Appointment is contingent upon satisfactory evidence and verification of your credentials.

Regards,
Ms.Poonam Durge
HR Manager
Gouri Telesales

Date: 07th December, 2021.

To,
Mr. Prathamesh Phadnis Sagar
Bhim wadi rahivashi sangha ,
Shivaji nagar road,
Gautam nagar,
Govandi ,
Mumbai,- 400043
Cell No: 8692904528 / 9594715164

Ref: Appointment as a "Project Inchrge"

Dear Sir,

With reference to your bio-data / Application and the subsequent interview you had with us. We are pleased to appoint you in our organization on the following terms and condition.

1. Your appointment would be effective from 7th , 2021.
2. You are designated as "Project Incharge"
3. Your intial place of posting is in Mumbai office. The employee is liable to be transferred to any place or business or the company as existing / operating presently or acquired later in any part of India or abroad at any time. The employee also liable to be deputed to any work or assigned the work of any other companies \ concerns \ organizations \ firms. Your remuneration will be **14,000/- + 1000/-** per Month + Travel and mobile allowance as per actual. Including company contribution towards the social welfare scheme. On performance basis you will also be eligible \ entitled for leave, bonus, and other benefits as per rules of the company after the period of **12 (Twelve)** months.
4. You will initially be on probation for a period of **06th months** from the actual date of your joining us and would continue to be so unless and until you are expressly confirmed in the regular services of the company. During the probationary period your services are Liable to be dispensed with at any time, without any notice \ Compensation or assigning any reasons there of the sole discretion of the company.

5. During the probationary period your performance and other antecedents will be thoroughly assessed \ evaluated by your superiors and only on satisfactory completion of your probationary period, you may be confirmed in the regular services of the company on such terms and conditions as decided by the company.
6. You will be governed by the rules, regulations, and such other practices systems, policies and producedures of the company.
7. The employee shall automatically retire from the service of the company on his reaching the age of the 58 (Fifty –Eight) years or earlier if found medically unfit.
8. Conveyance / Travelling allowance outside Mumbai will be paid on actual expenses incurred as per the supporting attached & Vouchers approved.
 - a. Voucher submitted every weekly to Office. Or courier to the office with details summary.

Kindly return to us duplicate of this Appointment letter duly signed by you as a token of your acceptance.

Thanking You,
Yours faithfully,
For **TECHBUILD**

(Mrunal Sethna.)

Place: Mumbai
Date:7th December, 2021.

ACCEPTANCE BY EMPLOYEE

I have read and understood the terms and conditions governing my services \ Employment with the Organization and the same are acceptable to me in totality.

Place: MUMBAI
Date:7th December, 2021.

Signature of Employee
(**Mr Prathamesh Phadnis**)



Vasundhara TOWNSCAPE PVT. LTD.

Office :
100273, Rajyog, Rajendra Nagar, Near Park,
Pune - 411030 (Phone : 020-24530073)
Balaji Darshan 'B' Wing, Opposite
Railapur Station (W) Mobile : 9422321400

Date :- 15/02/2018

To

Amar Bharat Magar

A12 Balaji Darshan

Oppo. Station Badlapur West

Badlapur Pin 421503

Sub :- Letter Of Appointment

Dear Amar Email amarmagar2106@gmail.com

With reference to the discussions we had with you, we, on behalf of Vasundhara Townscape. Pvt. Ltd., are pleased to offer you the position of "Site Engineer" and invite you to join Creative Consultants family. Your joining date will be 1.3.2018

Your Cost to the Company (CTC) would be Rs. 18,000/- (Eighteen thousand Only) Per month. The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time.

Your Place of Employment is BALAJI BIZZILAND COMPLEX (Phase I) AT BADLAPUR WEST S. No 48/10/3 Kulgaon Badlapur Pin 421503 But during the work of the checking, supervision you shall be liable to be posted / transferred anywhere at any of the Company's Projects.

Your compensation will be reviewed in future as per Company policy On joining the company you shall be on probation for Six months. You will abide by the rules and regulations of the company as may be in force from time to time.



You can take leave after approval of your senior engineer. Absence for a continuous period of ten days without prior approval would result in losing your job & compensation without any notice or intimation.

You will not be able to leave the job before one month notice period. Please bring with you originals documents and photo copies of the certificates in support of your date of birth, qualification and three latest passport size photographs

The company looks for a long-term association with all its employees and expects the same from you. Again, congratulations and welcome to the VASUNDHARA TOWNSCAPE PVT.LTD. family.

In case this offer of appointment is acceptable to you, please return duplicate copy letter duly signed by you in token of your having understood and accepted the same.

Thanking You.

For VASUNDHARA TOWNSCAPE PVT.LTD.



Hemant Gadnis
Director



Offer accepted