

Aldel Education Trust's

St. John College of Engineering and Management, Palghar

(A Christian Religious Minority Institution)

Approved by AICTE and DTE, Affiliated to University of Mumbai/MSBTE

St. John Technical Campus, Vevoor, Manor Road, Palghar (E), Dist. Palghar, Maharashtra-401404

NAAC Accredited with Grade 'A'

Department of Computer Engineering



**Placement and Higher Studies
Details
Of
AY-2018-19**

St. John College of Engineering and Management, Palghar

(A Christian Religious Minority Institution)

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St. John Technical Campus, Vevoor, Manor Road, Palghar (E), Dist. Palghar, Maharashtra-401404

NAAC Accredited with Grade 'A'**Department of Computer Engineering****List of the students**

Sr. No.	Name of Students	Name of Company	CTC
1	Mr.Aalekh Chulliparambil	Atos Syntel,Mumbai	310000
2	Ms.Aditee Patil	eClinicalWorks India PVT LTD,Mumbai	240000
3	Mr. Adwait Sanjeev	TATA Consultancy Services Ltd,Mumbai	336000
4	Mr.Akshay Khanore	Raw Engineering, Virar	180000
5	Mr.Amarjeet Kushwaha	Tata Consultancy Services,Mumbai	336000
6	Mr.Anand Awasthi	Larsen and Toubro Infotech Ltd.,Mumbai	350000
7	Mr.Avijeet Jha	Bitwise Ptv LTD,Pune	384000
8	Ms.Candice Martins	Simple Logics-Freebees,Mumbai	240000
9	Mr.Chinmay Marade	Atos Syntel,Mumbai	310000
10	Ms.Devika Choudhary	HR Mantra, Mumbai	240000
11	Mr.Dhawal Jain	Atos Syntel,Mumbai	310000
12	Ms.Kritika Bhardwaj	Paktolus Solutions, Mumbai	240000
13	Ms.Krutika Thakur	Hoppoo lifestyle india pvt. ltd.	200000
14	Ms.Krutika Sawale	Qspider, Mumbai	300000
15	Mr.Manish Shinde	Gracernote Nielsen Company, Mumbai	425000
16	Mr.Mohd Abid Ansari	TATA Consultancy Services Ltd,Mumbai	336000
17	Mr.Parth Zalavadia	eClinicalWorks,Mumbai	266000
18	Ms.Pooja Bankoti	Cognizant, Pune	338000
19	Ms.Pooja Upade	Cello Industries, Mumbai	20000
20	Mr.Pranit Patil	Fractal Analytics, Mumbai	550000
21	Ms.Pranita Raut	Aadani Power, Boisar	100000
22	Ms.Pranjali Chavan	eClinicalWorks,Mumbai	300000
23	Mr.Rahul Rajpurohit	TATA Consultancy Services Ltd,Mumbai	336000
24	Mr.Rahul Mannadiar	Bitwise Ptv LTD,Pune	384000
25	Mr.Ravi Pandey	Mindcraft, Mumbai	300000
26	Ms.Ruchita Tamore	Capgemini, Mumbai	300000
27	Ms.Shraddha Singh	Accenture, Mumbai	350000
28	Ms.Snehal Shinde	Zensoft Technology, Mumbai	300000
29	Ms.Sofia Francis	Larsen & Turbo limited, Mumbai	350000
30	Ms.Soni Bind	Kotak Mahidra Bank,Mumbai	300000
31	Ms.Suma Acharya	Byjus, Mumbai	309000
32	Ms.Vidhi Roy	Larsen and Toubro,Navi Mumbai	350000
33	Samanta Arindam Alok Archana	ATOS Syntel,Mumbai	310000
34	Ansari Ateeq Haidarali Aamina	Raw Engineering, Virar,Mumbai	240000
35	Shah Vidhi Paresh Bela	Majesco,Navi Mumbai	360000
36	Soni Aayush Sanjay Sangeeta	Vistaar, Mumbai/Nucsoft, Mumbai	360000
37	Nair Suchitra Krishnakumar Jyothi	Bitwise, Pune	360000
38	Patil Ujwal Anil Rupali	Atos Syntel, Navi Mumbai	310000
39	Patil Chaitanya Ranjan Vrushali	ACE Computer Pvt. Ltd.	180000
40	Kudu Disha Vijay Harshala	Raw Engineering, Virar,Mumbai	240000
41	Patil Shaili Minesh Deepali	Tata Consultancy Services,Mumbai	336000
42	Swami Shubham Satyanarayan Rajshree	Atos Syntel, Navi Mumbai	310000
43	Kotian Vinit Sadanand Rupa	Larsen and Toubro,Navi Mumbai	350000

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NAAC Accredited with Grade 'A'**Department of Computer Engineering**

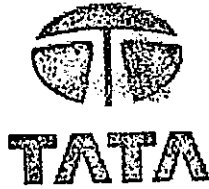
Sr. No.	Name of Students	Name of Company	CTC
44	Mishra Gankey Kailashnath Radha	HR Mantra, Mumbai	240000
45	Jha Ashish Shravan Bindu	Bitwise, Pune/Wipro,Mumbai	360000
46	Mohanty Dipak Prashant Chhabina	eClinicalWorks,Mumbai	266000
47	Shah Dhvani Manish Paresha	Larsen and Toubro,Navi Mumbai	350000
48	Tadadikar Aditya Ganapati Geeta	Larsen and Toubro,Navi Mumbai	350000
49	Jaiswal Abhishek Jitendra Dhanita	Raw Engineering, Virar,Mumbai	240000
50	Mavani Saifali Salim Yasmin	Raw Engineering, Virar,Mumbai	240000
51	Joshi Hrishikesh Vilas Preeti	eClinicalWorks,Mumbai	260000
52	Raut Mansi Suhas Ashwini	TATA Consultancy Services Ltd,Mumbai	336000
53	Giridhar Rahul Rakesh Archana	Byjus, Mumbai	306000
54	Singh Vishwajeet Shyam Kalandi	Larsen and Toubro,Navi Mumbai	350000

Higher Studies Details

Sr. No.	Name of Students	Name of University	Programme
1	Mr. Chirag Naik	Atharva Institute of Management Studies(MBA in Finance)	MBA
2	Ms. Yogda Gharat	University of Waterloo, Canada	MS
3	Mr. Ankit Patel	Queen MaryLand London	MS
4	Mr. Chirag Mali	University of Cincinnati	MS
5	Mr. Tiny Thomas	KJ Somaya College of Engineering, Mumbai	M.E.
6	Ms. Aparna Singh	VJTI, Mumbai	M.Tech



Dr. G. V. Mulgund
Principal
AETS St John College of Engineering
and Management, Palghar 401404.



Offer: Computer Consultancy
Ref: TCSSL/DT20184499253/Mumbai
Date: 09/10/2018

Mr. Adwait Sanjeev
A/103 Emmanuel Apts. Near Shri Krishna Complex,
Stella,
Mumbai-401202,
Maharashtra.

Tel# 91-9923317156

Dear Adwait Sanjeev,

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 ₹3,36,875/- 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

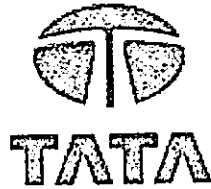
Tata Consultancy Services Limited

Yantra Park, Durgam Vuntas HRD Inst. Center, Subhash Nagar, Mckhtran Road No. 1, Sec. 11, W. S. 400001, India

Tel: 91 22 6778 2000 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office: Nirma, Building 9th Floor, Nariman Point, Mumbai-400013

TCS Careers: www.tcs.com TCS CAREERS: www.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,

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No.2, Thane, West-400 602, India

Tel: 91 22 6778 2000/2002 Fax: 91 22 6778 2190 Web: www.tcs.com

Registered Office: New, K. J. Somaiya Bldg, Nariman Point, Mumbai-400 028

Corporate Office: 200, 209, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



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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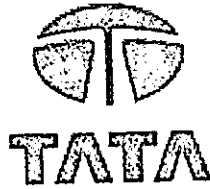
Tata Consultancy Services Limited

Tantra Park, Opp. Vistas HRD Inst. Center, Sector-16, Gurgaon, Haryana, India. Phone: +91 98911 31313

Tel: +91 22 6778 1000, Fax: +91 22 6778 1100, Website: www.tcs.com

Registered Office: Naraina, Barakhamba Road, New Delhi, India. CIN: 746002 TN 1998 PLC

TCS services rendered under the terms and conditions of the TCS Employee Handbook



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

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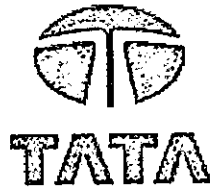
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Maratha Park, Opposite to IIT Bombay, Colaba, Mumbai-400 075, India. Tel: 91 22 6778 2000/2022 Fax: 91 22 6778 2490. 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



- 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

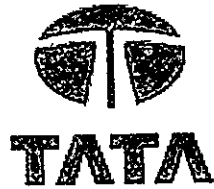
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Electronics City No. 1, Phase - West, Bangalore - 560075

Tel: 91 22 6738 2000 Fax: 91 22 6738 2046 Website: www.tcs.com

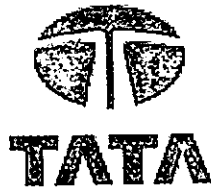
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

TCS Careers Service Line: 1800 209 4111 Email: careers@tcs.com



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.

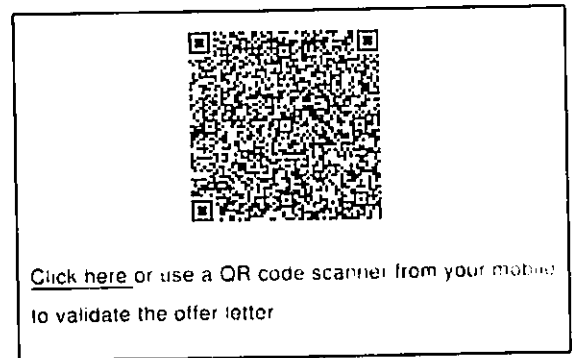
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

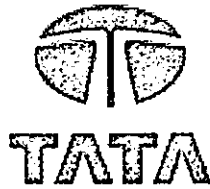
Yours Sincerely,

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 **Adwait Sanjeev**
 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.

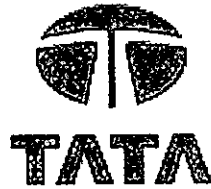
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**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)

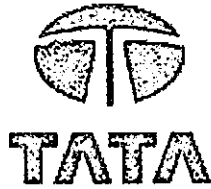
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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:

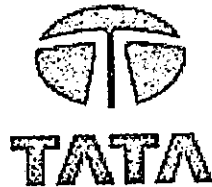
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection 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.

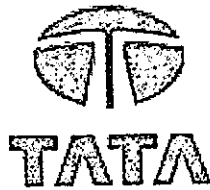


2. Retainer/Consultant's Obligations

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

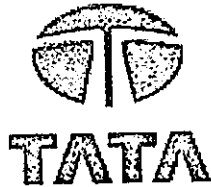
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

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.

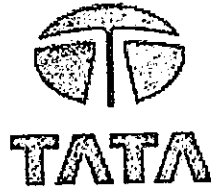
10. General

(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.



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.

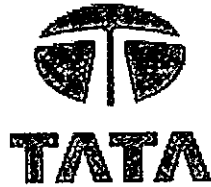
- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No.2, Thane, West - 400 601 India
Tel: 91 22 6778 2000/2100 Fax: 91 22 6778 2199 Website: www.tcs.com
Registered Office: Narimulla Building, 5th Floor, Narimulla, Chennai, India
TCS Careers Service Line: 1800 209 4114 Email: careers@tcs.com



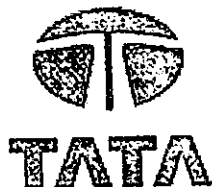
(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of 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.

BV
=



Offer: Computer Consultancy
Ref: TCSL/DT20184500213/Mumbai
Date: 09/10/2018

Mr. Mohd Abid Mohd Javed Ansari
Room No. 6, 1st Floor, Bandukwala House, Badlurangari StreetBadlurangari Street,
Infront Of Ashadaan,
Mumbai-400008,
Maharashtra.

Tel# -

Dear Mohd Abid Mohd Javed Ansari,

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 ₹3,36,875/- 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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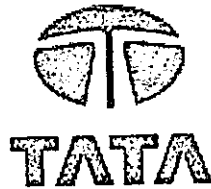
Tata Consultancy Services Limited

Santacruz Park, Opp. Vastex Mills, Colaba, Mumbai-400025, India. Tel: +91 22 6778 2199 Fax: +91 22 6778 2198 Website: www.tcs.com

Tel: +91 22 6778 2000/2001 Fax: +91 22 6778 2198 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400021

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

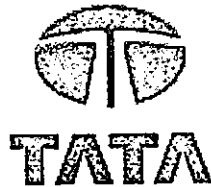
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

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.

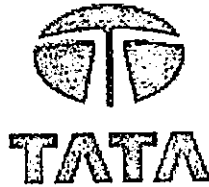
Gratuity

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Mantra Park, Plot No. 25, Phase 1, IT Center 2, Ambash Nagar, Pimpri, Maharashtra, India - 411004, India
TCS is a part of the TCS Group of Companies. For more information, please visit www.tcs.com
Registered Office: Nandan Building, 9th Floor, Nandan Road, Mumbai 400 027
TCS Employee ID: TCS/DT/20184500213



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.

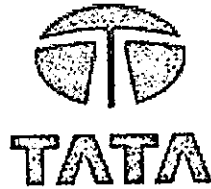
2. Disclaimer

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

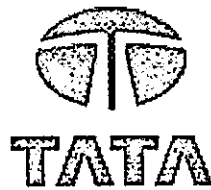
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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

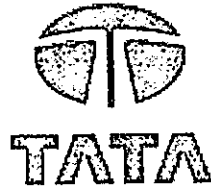
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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.

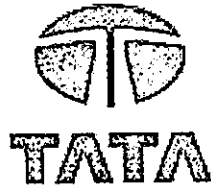
18. Background Check

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

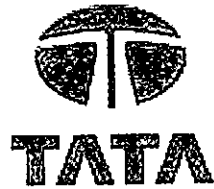
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential
TCSL/DT20184500213

TATA CONSULTANCY SERVICES

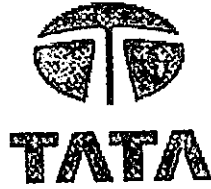
Tata Consultancy Services Limited

Yantra Park, Opp. Vastu Bhawan, Sector 16, Saket, New Delhi-110017, India. Tel: +91 11 2611 4100
E: hr@tcs.com / hr@tcs.co.in / hr@tcs.in / hr@tcs.com / hr@tcs.co.in / hr@tcs.in
Registered Office: Noida, Building: 9th Floor, Naraina Point, Mumbai-400025, India
TCS Careers Service Email: CS@tcs.com / CS@tcs.co.in / CS@tcs.in



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.

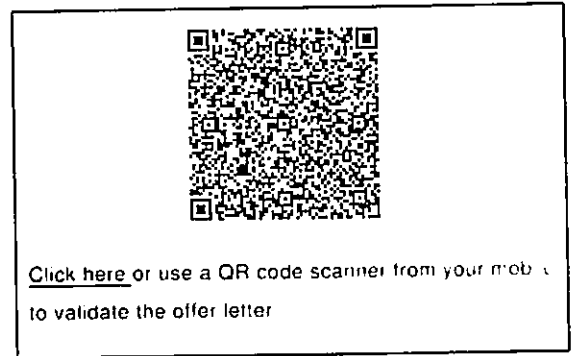
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

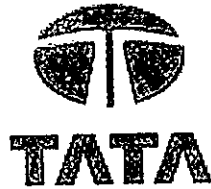
Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



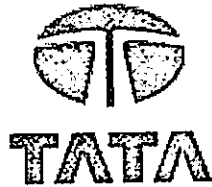
- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCSL Centres
- Annexure 3: Confidentiality and IP Terms



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>



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 filling 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.



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:

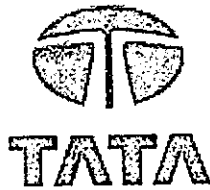
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection 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.



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.

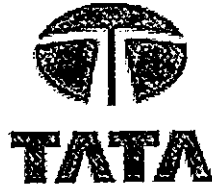
(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

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.

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Offer: Computer Consultancy
Ref: TCSL/DT20184499447/Mumbai
Date: 09/10/2018

Mr. Amarjeet Kanhaiya Kushwaha
102, Shiv Astha Bldng, Somnath Paradise Vartak Lane,
Boisar,
Boisar-401501,
Maharashtra.
Tel# -

Dear Amarjeet Kanhaiya Kushwaha,

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 **Cyber Security Practise (CSP)** 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/DT20184499447

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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

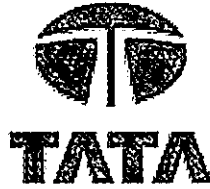
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum 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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4

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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



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

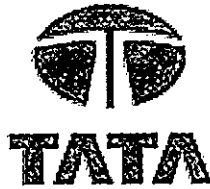
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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

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TATA CONSULTANCY SERVICES

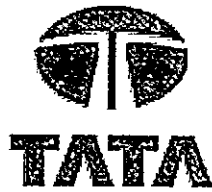
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

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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

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- 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

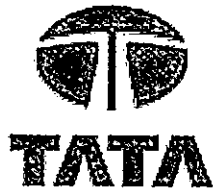
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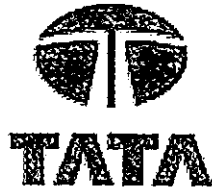
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23. Compliance to all clauses

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.

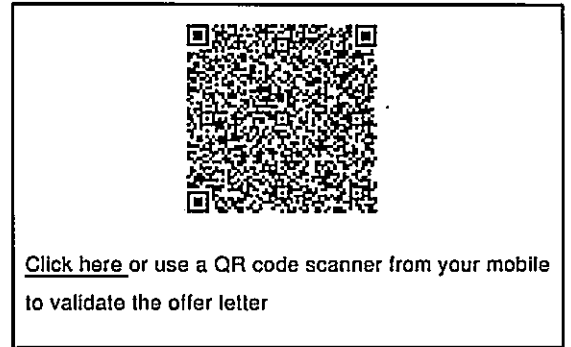
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

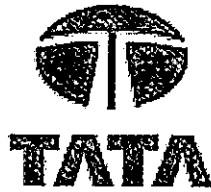
Yours Sincerely,

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	Amarjeet Kanhaiya Kushwaha
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.

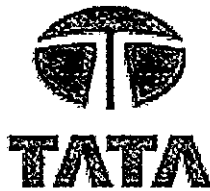
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**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)

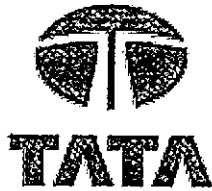
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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.

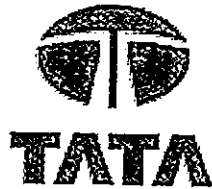


2. Retainer/Consultant's Obligations

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

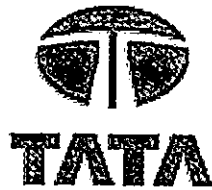
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

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.

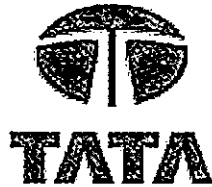
10. General

(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.

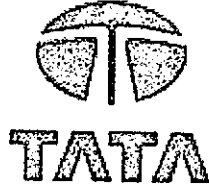


(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(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.



21
Offer: Computer Consultancy
Ref: TCSL/DT20184500321/Mumbai
Date: 09/10/2018

Mr. Avijeet Madan Jha
Room No 4627 Sane Wadi,
Azad Nagar,
Boisar-410506,
Maharashtra.
Tel# 91-9552410567

Dear Avijeet Madan Jha,

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 ₹3,36,875/- 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/DT20184500321

TATA CONSULTANCY SERVICES

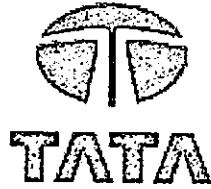
Tata Consultancy Services Limited

Yantra Park, Opp Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No.2, Thane, West-400601, India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400021, India

TCS Careers Service Centre: 1800 200 4333 (Toll-free, 24x7)



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

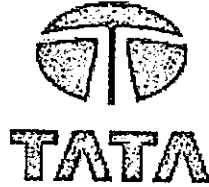
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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

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TCSL/DT20184500321

3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HBD Trg. Center, Subhash Nagar, Pokhran Road No.2, Thane, West-400601, India

Tel: 91 22 6778 2990, Fax: 91 22 6778 2190, Website: www.tcs.com

Regd. office: 16, Nandan Road, 4th Floor, Nandan, 110028, Mumbai, India

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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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TCSL/DT20184500321

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TATA CONSULTANCY SERVICES

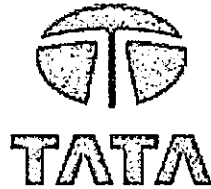
Tata Consultancy Services Limited

Tantra Park, Opp. Veereshwarling, Sector, Nanitashi, Nagpur, Ekhran Road No. 2, Chhate, West - 402607, India

Tel: +91 20 2777 7777 Fax: +91 20 2777 7777 Web: www.tcs.com

Registered Office: Naraina, New Delhi, India. Registered Office: Mumbai, India.

TCS is an equal opportunity employer. All qualified candidates are encouraged to apply.



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.

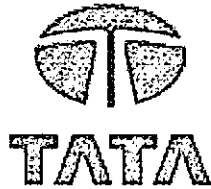
2. Disclaimer

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

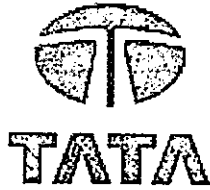
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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 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:

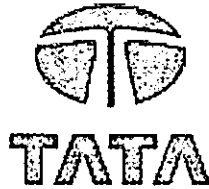
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection 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.



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

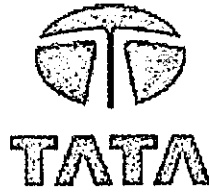
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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.

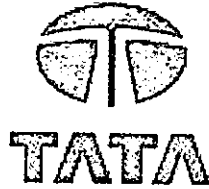
18. Background Check

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.

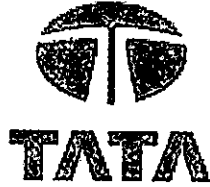
If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

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.

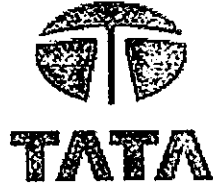
22. Rules and Regulations of the Company

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.

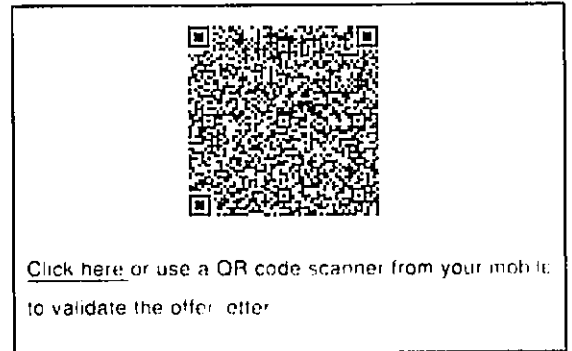
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

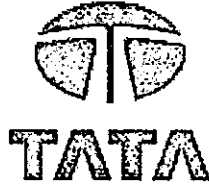
Yours Sincerely,

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 Avijeet Madan Jha
 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.

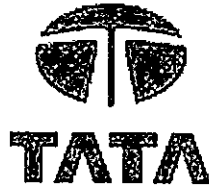
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**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)

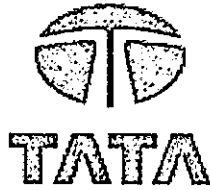
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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>

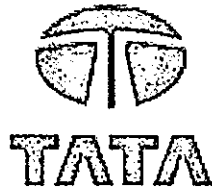


2. Retainer/Consultant's Obligations

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

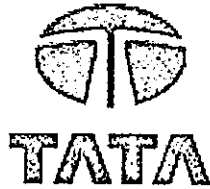
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

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

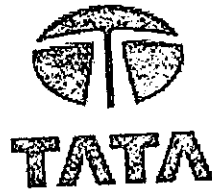
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(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.

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Ref: TCSL/DT20184514506/1247546/Mumbai
Date: 14 June 2019

MS. MANSI SUHAS RAUT
Malewadi, Mercedes, Opp.Stella Cancer Hospital, Near Muktiwadi, Holi Road, Benapati, Sandor, Vasai(W) 4.
Opp.Stella Cancer Hospital, Vasai,
Maharashtra-401201.
Tel# 917350774801

Sub: Joining Letter

Dear Ms. Mansi Suhas Raut,

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

We are pleased to inform you that your joining date at TCSL will be **29th July 2019** and your TCS Xperience program location is **Mumbai**. Considering your preference and the business requirements of TCSL, your work location is **Mumbai** and your stream is **IT**.

Kindly report at the address given by **08:30 AM** on the mentioned date.

Tata Consultancy Services
Yantra Park -(STPI), 2nd Pokharan Road,,
Opp HRD Voltas Center,Subash Nagar,Thane,Maharashtra,
Mumbai, Maharashtra-400601.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Swathi Vittal Shetty
Phone: 02267781608
Email Id: swathi.shetty1@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

We appreciate your passion towards learning which has helped you to perform well & clear the TCSL selection process. Further to accepting this Joining letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. If you have already enrolled for the TCS Xplore program you are required to complete the program by taking the proctored assessment.

Please note that your joining is subject to successful completion of your TCS Xplore program including the final proctored assessment. We encourage you to complete your pre-learning well before your expected date of joining **29th July 2019** to avoid delays in onboarding.

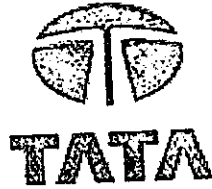
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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Akruti Business Park Gateway Park Road NO 13 MIDC Andheri Mumbai 400 024 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



For any assistance related to enrolling to TCS Xplore program / any other query related to TCS Xplore program, please write to xplore.support@tcs.com.

Upon joining TCSL you will be continuing on this exciting learning journey through TCS Xperience Program and the details of which are given below.

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore Program and TCSL's business requirements. You will also be eligible for a Readiness incentive if you clear the TCS Xplore proctored assessment with 55% & above score, provided you join TCSL as per the date specified in this Joining Letter (without requesting for any change in joining date).

In addition to the Readiness incentive, you will also be eligible for a Competency incentive if your score is 80% & above in TCS Xplore proctored assessment.

Incentive will be paid to you along with your first salary, as per your eligibility. Readiness & Competency incentive pay outs made as per eligibility are recoverable if you cease to be employed with TCSL, within 12 months of joining TCSL.

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

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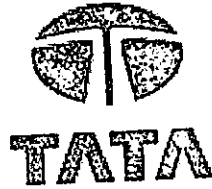
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Registered Office Nirmal building 9th Floor Nariman Point Mumbai 400 021



Your TCS Xperience Program location would be the same as your work location and hence this program will be conducted as a non-residential program at the said location. You are advised to make your own arrangements for accommodation and transport. Travel expenses to the location of TCS Xperience Program will not be reimbursed.

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

Kindly confirm your acceptance of this joining letter by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the date specified in this joining letter to enjoy the benefit of your readiness incentive, as applicable.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter

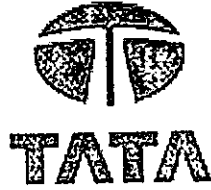
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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



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Offer: Computer Consultancy
Ref: TCSL/DT20184498909/Mumbai
Date: 24/06/2019

Ms. Shaili Minesh Patil
201/B-Wing, Punit NagarTembhode Road,
Opp.Dhada Hospital,
Palghar-401404,
Maharashtra.
Tel# -

Dear Shaili Minesh Patil,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** 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.

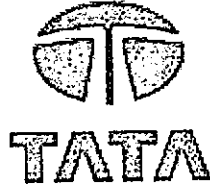
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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/DT20184498909

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Nantra Park, Opp. Voltas HRD Training Center, Subhash Nagar, Pokhran Road No.2, Bandra West, 400050, India
Tel: +91 22 6718 2100 Fax: +91 22 6718 2190 Website: www.tcs.com
Registered Office: Nimra Building, 4th Floor, Nariman Point, Mumbai 400025
TCS Career Services: 1800 209 4111 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

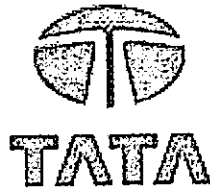
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- 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.

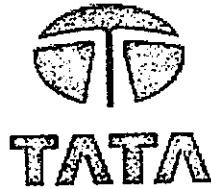
ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Vistas HFL Fra. Center, Subhash Nagar, Pokhran Road, New Market, West, Ahmedabad, India
Tel: 91 22 6778 2000/2002 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office: B-1, B-2, B-3, B-4, B-5, B-6, B-7, B-8, B-9, B-10, B-11, B-12, B-13, B-14, B-15, B-16, B-17, B-18, B-19, B-20, B-21, B-22, B-23, B-24, B-25, B-26, B-27, B-28, B-29, B-30, B-31, B-32, B-33, B-34, B-35, B-36, B-37, B-38, B-39, B-40, B-41, B-42, B-43, B-44, B-45, B-46, B-47, B-48, B-49, B-50, B-51, B-52, B-53, B-54, B-55, B-56, B-57, B-58, B-59, B-60, B-61, B-62, B-63, B-64, B-65, B-66, B-67, B-68, B-69, B-70, B-71, B-72, B-73, B-74, B-75, B-76, B-77, B-78, B-79, B-80, B-81, B-82, B-83, B-84, B-85, B-86, B-87, B-88, B-89, B-90, B-91, B-92, B-93, B-94, B-95, B-96, B-97, B-98, B-99, B-100, B-101, B-102, B-103, B-104, B-105, B-106, B-107, B-108, B-109, B-110, B-111, B-112, B-113, B-114, B-115, B-116, B-117, B-118, B-119, B-120, B-121, B-122, B-123, B-124, B-125, B-126, B-127, B-128, B-129, B-130, B-131, B-132, B-133, B-134, B-135, B-136, B-137, B-138, B-139, B-140, B-141, B-142, B-143, B-144, B-145, B-146, B-147, B-148, B-149, B-150, B-151, B-152, B-153, B-154, B-155, 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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.

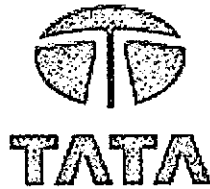
Gratuity

TCS Confidential
TCSL/DT20184498909

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2140 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



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.

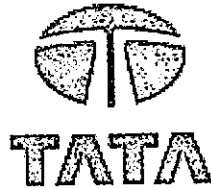
2. Disclaimer

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

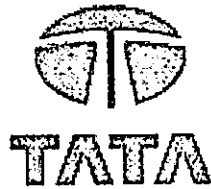
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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

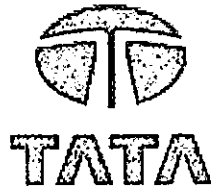
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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.

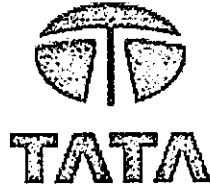
18. Background Check

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.

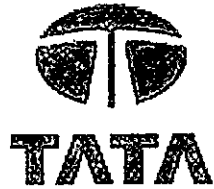
If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

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.

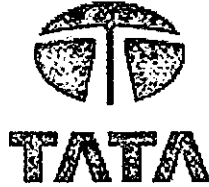
22. Rules and Regulations of the Company

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.

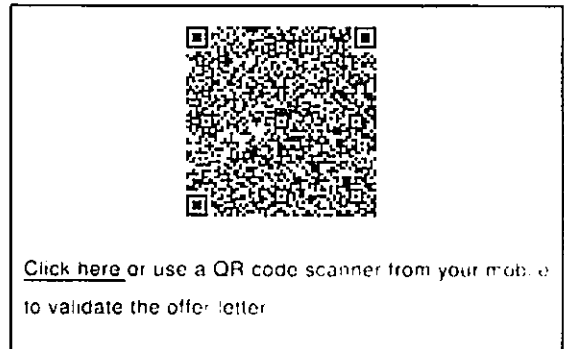
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

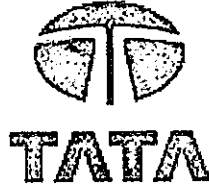
Yours Sincerely,

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 Shaili Minesh Patil
 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.

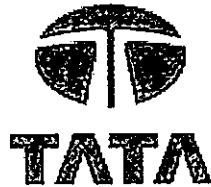
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**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)

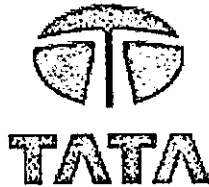
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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:

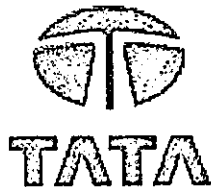
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection 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.

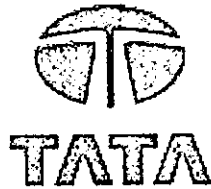


2. Retainer/Consultant's Obligations

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

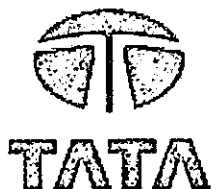
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

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

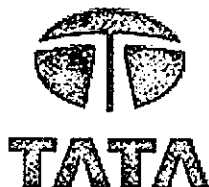
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(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.

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Offer: Computer Consultancy
Ref: TCSL/DT20184505255/Mumbai
Date: 09/10/2018

Mr. Rahul Narayansingh Rajpurohit
A-301, Kusum Garden Building Mahim Road,
Sundaram High School,
Palghar-401404,
Maharashtra.
Tel# 91-7678044997

Dear Rahul Narayansingh Rajpurohit,

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 ₹3,36,875/- 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/DT20184505255

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yashwantrao Chavan Park, Opp. Vastan BHE, 1st Floor, Sahaynagar, Sakinaka, Mumbai-400072, India. Tel: 91-22-49871111

Tel: 41-2241241241 Fax: 41-2241241241 Web: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400021, India

TCS is an Equal Opportunity Employer. TCSL/DT20184505255/09/10/2018



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

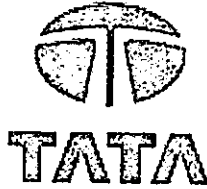
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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

TCS Confidential

TCSL/DT20184505255

TATA CONSULTANCY SERVICES

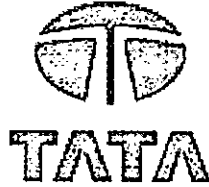
Tata Consultancy Services Limited

Yantra Park, Opp. Vistas HRD Trg. Center, Subhash Nagar, Pokhran Road No.2, Thane, West - 400 601, India

Tel: 91 22 6778 2000 / 2222 Fax: 91 22 6778 2100 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



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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4

TATA CONSULTANCY SERVICES

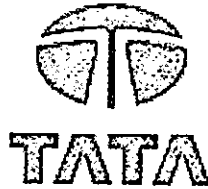
Tata Consultancy Services Limited

Yantra Park, Opp Voltas HRD Trg Center, Subhash Nagar, Pokhran Road No 2, Thane, West - 400 601, India

Tel: 91 22 6778 2000 Fax: 91 22 6778 2100 Website: www.tcs.com

Registered Office: Nandan, Bhubaneswar, 9th Floor, Nandan Plaza, Market, Market, Bhubaneswar, India

TCS Client Services: 1800 200 2000 (Toll Free) Email: care@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

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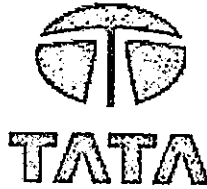
Tata Consultancy Services Limited

Vantra Park, Opp. Vistas PHD Tra Centre, Subhash Nagar, Bokhara Road, New Delhi - 110028, India. Web: www.tcs.com

Tel: +91 11 2611 4100 Fax: +91 11 2611 4101 Web: www.tcs.com

Registered Office: New York, USA. For more information about TCSL and TCS

please visit www.tcs.com or 1800 206 0311 Email: careers@tcs.com



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

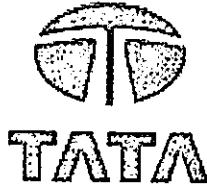
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

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

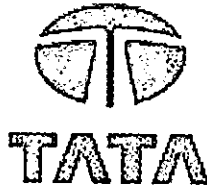
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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

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TATA CONSULTANCY SERVICES

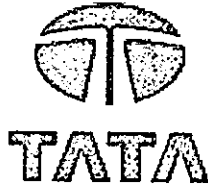
Tata Consultancy Services Limited

Yantra Park, Opp. Vastan, Off. Ring Road, Sector 16, Gandhinagar, Bangalore, Karnataka, India. Phone: +91 80 209 7220

Registered Office: Nandan, Bangalore, 560092, Karnataka, India. Phone: +91 80 209 7220

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TCS careers website: www.tcs.com TCS careers email: TCS@tcs.com



- 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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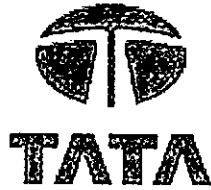
Tata Consultancy Services Limited

Santa Park, 350, Western Express Highway, Colaba, Mumbai 400 025, India. Tel: 022 2659 4000

Tel: 01 206 78 1000, Fax: 01 206 78 1100, Website: www.tcs.com

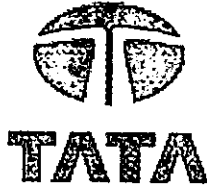
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



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.

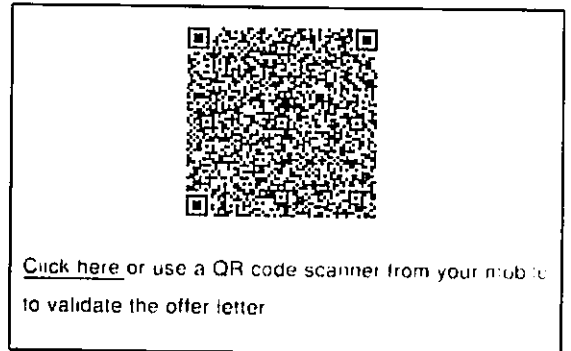
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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: Rahul Narayansingh Rajpurohit
 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.

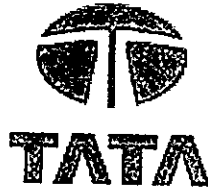
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**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)

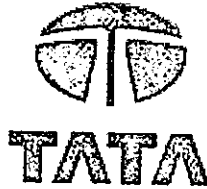
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



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.

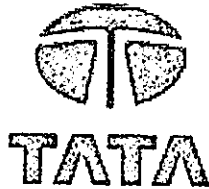


2. Retainer/Consultant's Obligations

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.

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/ /

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Date 09th April, 2019

Intent to Offer

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

Dear Ujwal Anil Patil,
Syntellect ID: SBE1932219

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.

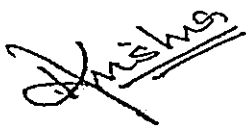
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on 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 : Ujwal Anil Patil			
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 LETTER

Mr. Rahul Rakesh Giridhar
Date: Thursday, June 6, 2019

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Trainee-sales on following terms and conditions:

Offer Details:

Designation: Trainee-sales
Department: Business Development (51000000)
Sub Department: Sales
Role Location / Work Location: Aurangabad
Employment Type: Trainee
CTC per Annum:

- Fixed Pay: 700000 INR
- Variable Pay: 300000 INR

Reporting Details:

Date of Reporting: Monday, June 10, 2019
Reporting Location: Byju's-Think and Learn Pvt Ltd, 6th floor, Tower D, IBC

Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road,
Bengaluru, Karnataka 560029

Reporting Time: 8 : 30 AM

Please note you will move to your Role Location / Work Location post training

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

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

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

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Monday, June 10, 2019, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The trainee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As a trainee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our trainee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same. (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company.

All Think & Learn Pvt. Ltd., trainees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

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Annexure A

Name: Pooja Bankoti

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

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10th January 2019

Intent to Offer

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

Dear Shubham S Swami,
Syntellect ID: SBE1915015

Congratulations!

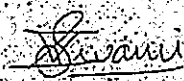
We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

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.



Atos | Syntel

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,

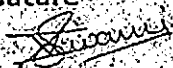


Adarsh Krishna

Head - Global Recruitment

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

Signature



Accepted

13/01/19

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Shubham S Swami			
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

Swami

Cognizant

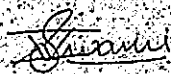
pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://www.cognizant.com>->Total Rewards App for more details

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



Date: March 11, 2019

Ref: LTI/HR/Campus/2019

Name: Anand Awasthi

College: St. John College of Engineering & Management

OFFER OF EMPLOYMENT

Dear Anand Awasthi,

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

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,50,000/- as per the details mentioned in 'Annexure-1'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

4. **Background Verification**

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

5. **Service Agreement**

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

6. **Letter Acceptance**

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

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

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


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

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Anand Awasthi		Date : March 11, 2019
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		13,000
House Rent Allowance (H.R.A.)		6,500
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		3,076
Meal Allowance		1,210
Sub- Total (A)	319,636	26,636
DEFERRED BENEFITS		
Provident Fund (P.F.)		1560
Gratuity		625
Sub- Total (B)	26,224	2,185
Total (A+B)	345,860	28,822
Mediclaime Premium	4,140	13,000
Grand Total	350,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.</p>		

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma (both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process. • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Self-Declaration :		
1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above. 2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above. 3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement. 4. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement. 5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months. (If found so, LTI may take immediate action and cancel the candidature at ANY stage)		
Signature:	_____	
Name:	_____	
Mobile No:	_____	
College Name :	_____	
Today's Date:	_____	

EMPLOYMENT CONTRACT

Dear Mr/Ms/Ms/Ms,

Welcome to the new job role in the Company's Organization on successful completion of the recruitment process. We are pleased to have you on board.

Your monthly salary will be Rs. 18,000/- (Eighteen thousand only) per month.

Your employment will be on a full-time basis at the time of your joining LTJ subject to your meeting the requirements of the job. (Annexure 1)

Your employment will be on a probationary basis for a period of 3 months.

Your probationary period will be 3 months from the date of your joining LTJ. If you are confirmed after the probationary period, your salary will be Rs. 18,000/- per month.

During the probationary period, you will be engaged in various learning and development activities. You are therefore requested to complete the training and development activities and invest time and effort into the same. Your performance will be monitored and therefore would be subject to the minimum score required for confirmation. You are requested to allocate your time on various project activities. If you do not get the minimum score required, your employment will be terminated on your date of joining.

TERMS AND CONDITIONS

1. This contract is a contract of service. It is not a contract of employment. It is not a contract of consideration for your salary. It is a contract of service. It is subject to Company's policy and procedure.

2. You are requested to provide a valid passport and driving license. In case you do not have a valid passport and driving license, you are requested to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Travel Allowance subject to the guidelines defined by the Company.

3. Documents: You are requested to submit all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTJ. You may also need to submit other documents as Company deems fit from time to time.

4. Background Verification

As a part of our due diligence process, we need your consent to permit us to authorize our staff to undertake necessary background verification through internal or external agencies. These are

minimum period of 2 years, during which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs 2,00,000.

6. Let's Connect

In order to be eligible for consideration for a job, you must register your profile on the LTI Career Portal (<https://www.lti.com/portal>) and register your profile on the portal within seven (7) days from the date of this letter. If you do not register on the portal within the above period, the aforesaid offer of employment shall stand cancelled.

You warrant that you have read and understood the terms and conditions of the Company in effect.

The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company. You agree to accept the terms and conditions of the Company as they may change from time to time without any notice.

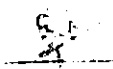
We welcome you to LTI, thank you and look forward to a fruitful association with you.

Yours faithfully,

For Larsen & Toubro Limited

Nikhil Govekar
Sr. Manager - Campus
Recruitment

Received by _____ on _____ at _____

 9/11/18
Signature and Date

ANNEXURE 1

Name : Sofia Francis		Date : November 5, 2018
Salary Grade : GET(I)		
Component	Amount Rs. (Per Annum)	Amount Rs. (Per Month)
MONTHLY SALARY		
Basic		24,000
House Rent Allowance		2,000
Conveyance Allowance		1,000
Medical Allowance		1,000
Adhoc Allowance		1,000
Miscellaneous		1,000
Sub-Total (A+B)	28,000	2,333
DEFERRED BENEFITS		
Provident Fund (P.F.)		1,000
Gratuity		1,000
Sub-Total (C+D)		2,000
Total (A+B+C+D)	318,800	26,155
Mediclam Premium	- 100	
Grand Total	318,000	

The above mentioned salary is subject to the following conditions and deductions as per the HR & A which are detailed in the compensation (if any) provided by the Company.

- You are covered under the Labor Act and there will be statutory deductions as per the ESI Policy.
- The Company can at any time make appropriate adjustment from Adhoc Allowance towards the payable, if any, which may be required for the payment of Bonus Act.
- The bonus will be calculated as per the provisions of the Bonus Act and will be subject to a maximum of 10% of the basic salary.
- The gratuity will be calculated as per the provisions of the Gratuity Act and will be subject to the sole discretion of the Company.
- The medical insurance premium will be reversed by the rules and regulations of the Company, as may be applicable from time to time. For all salary components refer to the respective policy document.

Mediclam Policy:
 The company provides a mediclam policy to its employees. The cover is up to 2 dependents (children below the age of 25) with a maximum amount of Rs. 3,00,000/- p.a.

ANNUNCI 2

Eligibility Criteria for Engineering & MCA Candidates 2019 Batch

Qualification

Branch

Age Criteria: As on 1st day of
Passing in 1st year

Academic

Course of study

Percentage

Eligibility

Branch

Age Criteria

Academic

Course of study

Percentage

Eligibility

Branch

Age Criteria

Academic

Course of study

Percentage

Eligibility

Branch

Age Criteria

Academic

Course of study

Percentage

Eligibility

Branch

Age Criteria

Academic

Course of study

Percentage

Eligibility

Branch

Age Criteria

Academic

Course of study

Percentage

Signature

COOR. FRANK

705665076

College Name

ST. JOHN COLLEGE OF ENGINEERING AND MANAGEMENT

Date: March 11, 2019
Ref: LTI/HR/Campus/2019
Name: Aditya Tadadikar
College: St. John College of Engineering & Management

OFFER OF EMPLOYMENT

Dear Aditya Tadadikar,

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

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,50,000/- as per the details mentioned in 'Annexure-1'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. **Background Verification**

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

5. **Service Agreement**

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

6. **Letter Acceptance**

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

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

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

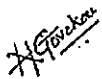
The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Aditya Tadadikar		Date : March 11, 2019
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		13,000
House Rent Allowance (H.R.A.)		6,500
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		3,076
Meal Allowance		1,210
Sub- Total (A)	319,636	26,636
DEFERRED BENEFITS		
Provident Fund (P.F.)		1560
Gratuity		625
Sub- Total (B)	26,224	2,185
Total (A+B)	345,860	28,822
Mediclaim Premium	4,140	
Grand Total	350,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance: The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.</p>		

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (If applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared with the <u>final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness in the format prescribed by LTI at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Self-Declaration		
<ol style="list-style-type: none"> 1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above 2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above 3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement. 4. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement 5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months. (If found so, LTI may take immediate action and cancel the candidature at ANY stage) 		
Signature:	_____	
Name:	_____	
Mobile No	_____	
College Name	_____	
Today's Date:	_____	

61

Date: November 5, 2018

Ref: LTI/HR/Campus/2019

Name: Vidhi Roy

College: St. John College of Engineering & Management

OFFER OF EMPLOYMENT

Dear Vidhi Roy,

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

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,18,000/- as per the details mentioned in 'Annexure-1'.

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

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

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

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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

4. **Background Verification**

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

5. **Service Agreement**

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

6. **Letter Acceptance**

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

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

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

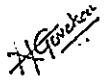
The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

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

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Vidhi Roy		Date : November 5, 2018
Salary Grade : GET(I)		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	293,688	24,474
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	313,860	26,155
Mediclaime Premium	4,140	
Grand Total	318,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.</p>		

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC, Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.	
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process. • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear. <ul style="list-style-type: none"> • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared <u>with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Self Declaration : 1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above. 2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above. 3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement. 4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement. 5. I confirm that I have NOT appeared for any LTI Interview process anywhere in the past 6 months. (If found so, LTI may take immediate action and cancel the candidature at ANY stage)		
Signature: _____		
Name: _____		
Mobile No: _____		
College Name : _____		
Today's Date: _____		

Date: 07/09/2018

Ref: HRD/19/Jul/00

Mr./Ms. Vidhi Shah
Balsar

Letter of Offer

Dear Vidhi,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the Majesco family and are pleased to offer you the position of "Trainee Software Engineer" in Grade T2, at an Annual Cost to the Company of Rs. 375,004 lacs per annum.

You will be expected to join us on or before Monday, the 01st July 2019 at Mumbai/Pune. The joining date may be shifted to earlier or later date as per the training and business plan of Majesco. In case of any change in the same, we will be giving an advance intimation with revised date of joining.

This appointment will be subject to your successful completion of the course with 60% and above marks without Allowed to Keep Terms (ATKT) in all the semesters.

The detailed terms and conditions of your Offer will be as per Annexure I and II.

At Majesco, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be required to undergo a Company sponsored medical check-up, third party background verification and reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Majesco. We expect you to be a critical pillar for all stakeholders of Majesco.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Majesco Software and Solutions India Private Limited


Ketan Joshi
Vice President - Talent Management & Delivery Ops

Received & Accepted

Signature

Date



Majesco Software and Solutions India Pvt. Ltd.
Regd. Off.: MNDC, P-136, Millennium Business
Park, Mahape, Navi Mumbai, 400 710, India

+91 22 6150 1800
+91 22 2778 1320
www.majesco.com

Date: 07/09/2018

Ref: HRD/19/Jul/00

Mr./Ms. Adwait
Sharma
Nallasapara

Dear Adwait, Letter of Offer

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the Majesco family and are pleased to offer you the position of "Trainee Software Engineer" in Grade T2, at an Annual Cost to the Company of Rs. 375,004 lacs per annum.

You will be expected to join us on or before Monday, the 01st July 2019 at Mumbai/Pune. The joining date may be shifted to earlier or later date as per the training and business plan of Majesco. In case of any change in the same, we will be giving an advance intimation with revised date of joining.

This appointment will be subject to your successful completion of the course with 60% and above marks without Allowed to Keep Terms (ATKT) in all the semesters.

The detailed terms and conditions of your Offer will be as per Annexure I and II.

At Majesco, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be required to undergo a Company sponsored medical check-up, third party background verification and reference check clearance in order to confirm this offer.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at Majesco. We expect you to be a critical pillar for all stakeholders of Majesco.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For Majesco Software and Solutions India Private Limited


Ketan Joshi
Vice President - Talent Management & Delivery Ops

Received & Accepted

Signature

Date

ANNEXURE - I

<u>Monthly Components</u>	<u>Salary Breakup</u>
Basic	10,100
HRA	5,050
Lunch Allowance/Coupons	2,200
Conveyance	1,600
Medical Allowance	1,250
Child Education Allowance	200
NPS Adhoc	1,010
Adhoc Allowance	5,391
Monthly Gross	26,801
<u>Annual Components</u>	
Monthly Gross x 12	321,612
PF	14,544
LTA	20,200
Annual Gross	356,356
Gratuity	4,848
Insurance Premium	6,100
Housing Loan Subsidy	7,700
Annual Cost to Company	375,004

Benefits

1. Medical Insurance Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to Rs. 2,00,000/- P.A.
2. Group Personal Accident Coverage upto a maximum of Rs. 10 lac for the employee.
3. Group Life Insurance Cover of Rs. 11 Lacs (Rs. 6Lacs through EDLI Scheme and Rs. 5 Lacs through Group Term Life cover)

Explanation - Salary Components

Total Cost to Company represents all components of compensation including basic, allowances, reimbursements, benefits and incentives.

Computation of the following components of salary has been made based on specific assumptions and current estimates as detailed below :

techspawn

Date: 31 Dec 2020

HRD/TechSpawn
Pooja Bansal

STRICTLY PRIVATE AND CONFIDENTIAL

Dear Pooja Bansal,

Techspawn Solutions Pvt. Ltd. is pleased to offer you employment in the position of Jr Software Developer on the following terms and conditions ("Letter of Intent"). While in our employment, you will have to comply with the rules and regulations of the company from time to time, observe good behavior, live up to utmost trust and faith, be discreet and maintain confidentiality about business information and affairs. a.) Designation : Jr Software Developer b.) Date of Joining: 28 Dec 2020

- c.) Location : Pune
d.) CTC : 220000

1. General:

You should note that the first six months of your employment constitute a probationary period during which we can fully assess your suitability for this role. After the successful completion of the probation period, you will be absorbed on a permanent employment basis with the Company. All other matters pertaining to your employment will be subject to Indian national and local laws as well as the rules and regulations of our company.

- For full details of your pay package please refer to "Annexure 1".
- The company reserves the right to change the salary components /allowances in the package, at its own discretion, at any time in the future.
- Salary revision will be based on your performance as per the company's performance appraisal cycle, Company's performance and growth, and similar terms and conditions.
- Your remuneration package is strictly confidential between you and the company and should not be discussed with anyone and or divulged to anyone in any matter whatsoever.

2. Submission of documents:

You are kindly requested to submit copies of the following documents on the date of joining the company:

We look forward to your joining our organization.

Sr. No.	Document	Details
1	10 th standard mark cards and certificate*	Mandatory
2	12 th standard mark cards and certificate*	Mandatory
3	Mark cards of graduation *and certificate	Mandatory
4	Diploma mark cards *and certificate (if applicable)	Mandatory

Pooja

techspawn

5	Relieving and Experience letter* from last organization (whichever number is greater)	Applicable for experienced candidates
6	Passport size photographs*	2 numbers
7	Driving license / PAN card */ Aadhar card / Voters ID	Mandatory

*Failure to produce these documents will entail suitable action by the company including withdrawal of employment offer.

**Originals of the above documents will be returned to you post verification.

3. Location:

Your present posting will be at Pune office, however, the company reserves the right to transfer you to any of its offices/establishments, whether now in existence or to be set up hereafter.

4. Probation Period:

You will be on probation for a period of six months during which employment with the company can be terminated by the company at any time by either giving you one month's notice. Similarly, it will be permissible for you to resign from our services to your giving the company one month notice in writing of your intentions to do so. If you should leave the company's service without notice, you will be liable to pay to the company a sum equivalent to a monthly fixed salary or you will be liable to be sued for damages.

The probation period will be extended if it is felt necessary to do so. Upon expiry of the probation period, if you are considered satisfactory in all aspects and perform according to the Company's standards your employment will be confirmed with the Company.

You will be entitled to leave, holidays, benefits, and other allowances as applicable to your designation/role, in accordance with the rules of the company.

5. Notice Period:

As an employee of the company, you will be required to give (a) Two Month's of notice OR (b) equivalent days of salary in lieu thereof, in case you decide to leave the services.

Note: The acceptance of payment in lieu of the notice period and the issue of the relieving order is solely at the company's discretion. The company holds full right to extend the notice period in case the project at hand is not completed or is in progress. No leaves are allowed during the notice period and you have to serve the required days of notice. The management reserves the right to take any legal action against you if you leave without serving the said notice period.

6. Medical Fitness:

This offer is subject to you being medically fit. You are required to maintain yourself in a state of medical/ physical/ mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, the company may withdraw the employment offer or terminate your employment.

7. Rules and Regulations:

You will have to adhere as well as familiarize yourself with the company's rules and regulations as and when modified by the company from time to time.

8. Outside Employment

During your employment, you shall devote the whole of your time, attention, and ability to the business and affairs of TechSpawn Solutions Pvt Ltd. And shall use your best endeavors to promote the Company's interests. You shall not without the previous written consent of the Company be concerned or interested directly or indirectly in any way in any business other than that of TechSpawn Solutions Pvt Ltd or accept remuneration for any other employment or service whatsoever, except that you may hold shares or securities in any Company which is quoted on a recognized stock exchange or dealt in publicly.

9. Secrecy

techspawn

You shall not either during the continuance of your employment except in the proper course of duty or with the express written consent of the Company divulge or make use of any secrets or of any correspondence, accounts, Information, connections or dealings whatsoever of the Company, its subsidiaries or associated companies or of any customer, or correspondent of any of them or of any knowledge gained in relation thereto during the term of employment and shall not alter, obliterate, spoil, destroy, waste, embezzle, spend or without the express written consent of the Company take away from the custody of the Company any of the books, papers, writings, accounts, money or other property of the Company its subsidiaries or associated companies or of any customer or correspondent of any of them.

10. Termination of Employment:

Your services with the Company may be terminated by either party upon giving written notice of Two months or salary in lieu of such notice.

The company reserves the right to terminate your services, should you be absent from work without prior notice or unable to perform your duties owing to ill health or accident, by giving you notice in writing of its intention to do so.

In breach of this appointment, addiction to drugs, disobedience, neglect of duty, or any other reason/ misconduct under the company's service rule which is detrimental to the business of the Company, you will be held responsible and liable to immediate dismissal from employment.

11. Retirement:

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

12. Background Check

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

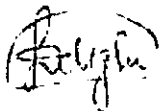
13. Other Terms and Conditions:

- The privileges and benefits extended can be altered or withdrawn at any time by the company. You will be governed according to the rules and regulations of the company as applicable to your category of employees and may change from time to time.
- This letter of offer is valid if you join on the said date of joining.

Signing this letter of offer confirms your acceptance and compliance of the terms and conditions of the offer and policies existing and modified from time to time and that you would be joining on the given date. You are required to submit a copy of this letter as a token of your acceptance. Welcome to the TechSpawn family! We wish you a rewarding career with us.

Yours sincerely,

Techspawn Solutions Private Limited.



Daxina Dighe
HR Manager

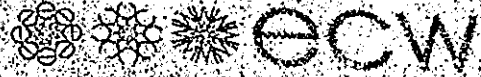


I hereby declare that I have read, understood, and agree to the terms and conditions set forth in this offer letter.

techspawm



Pooja Bansal
Pune
28 Dec 2020



Date: November 11, 2019

To:
Ms. Pranjali Chavan
Employee Code: 4656

Subject: Salary Standardization

Dear Ms. Pranjali Chavan,

We are pleased to inform you that your annual compensation has been revised to Rs.300000/- (Rupees Three Lakh Only) with effect from August 01, 2019. The detailed compensation structure is given below for your reference.

Compensation Structure

	Particular	Yearly (Amount in Rs.)
a.	Basic	151740
b.	HRA	75870
c.	LTA	15181
d.	Medical Reimbursements	15000
e.	Shift Allowance	24000
f.	Company's Contribution to PF	18209
	Total CTC	300000
g.	Less: Employee's PF Contribution	18209
h.	Less: Employer's PF Contribution	18209
	Net Annual Take Home	263582
	Monthly Take Home	21965
i.	Less: Professional Tax	200
	Net Monthly Take Home	21765
<p>The above remuneration is subject to deduction of Income Tax and any other taxes as per law subsisting from time to time. It is understood that the Company offers the CTC herelabove stated. The components of CTC could change, though its quantum will not, depending on the Company HR policies, tax law, industry practice etc, at the discretion of the Company and subject to any such change being consistent with tax and other applicable regulations.</p>		

All the other terms and conditions of your appointment remain unchanged.

Yours Sincerely,
For eClinicalWorks India Pvt. Ltd.

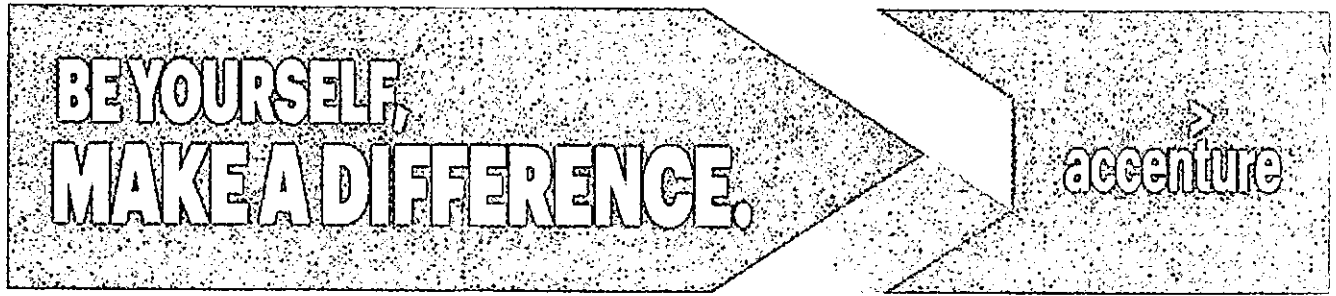
Pertwyn Joseph
Human Resources

AGREED AND ACCEPTED BY ME

(Ms. Pranjali Chavan)

eClinicalWorks India Pvt. Ltd.

Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400025, India
T: +91-22-67375000 F: +91-22-67375100 | www.eclinicalworks.com
(CIN #: U72200MH2006PTC165269)



Strictly Private and Confidential

05-Nov-2019

Shraddha Dhananjay Singh

C8340990

B/303 ,Shripal Treasure Apartment,Shri Prastha Nagar,Station Road,Funfiesta Multiplex,Nallasopara West

8104679575

Dear Shraddha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% or 6.5 CGPA or more, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Oct 2019)

1

Candidate's Signature _____

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company - <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

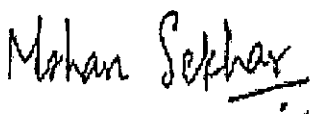
This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

- You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

Joining Bonus - of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Additional bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issues. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out; then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original mark sheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of provisional degree certificate or convocation degree certificate.
6. Pan Card.
7. Copy of Passport / Driving License/ Voter ID card.
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 2841088 /406007.

02/05/2020.

Snehal P Shinde
201, Pandurang Krupa, Navghar Road,,Bhayander East, Thane-401105,
Thane ,Maharashtra,
India

Confidential

Dear Snehal P Shinde,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 02/13/2020 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Mumbai**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 300,003.00** (Rupees Three Lakh and Three only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

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

10th January 2019

Intent to Offer

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

Dear Dhawal Kundan Jain,
Syntellect ID: SBE1914443

○ 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:

7

- 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.

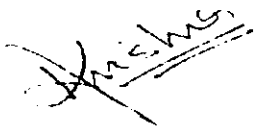
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on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

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

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Dhawal Kundan Jain			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	<u>40%</u>	9,033	108,400
HRA (B)	<u>50%</u>	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)	<u>100%</u>	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



Non-Disclosure Agreement

FOR GOOD CONSIDERATION, and in consideration of being employed by Obtain IT Consultancy LLP, the undersigned employee hereby agrees and acknowledges:

1. That during the course of my employment, there may be disclosed to me certain trade secrets of the Company; said trade secrets consisting but not necessarily limited to:

(a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs and research projects.

(b) Business information: Customer lists, pricing data, sources of supply, financial data and marketing, production, or merchandising systems or plans.

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement

3. That upon the termination of my employment from the Company:

(a) I shall return to the Company all documents and property of the Company, including but not necessarily limited to: drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs, and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employment. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

(b) The Company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

(c) This agreement shall be binding upon me and my personal representatives and successors in interest, and shall inure to the benefit of the Company, its successors and assigns.

I accept the offer letter and the terms and conditions as outlined above.



Sign _____

Date _____

Obtain IT Consultancy LLP

9 77/2296, Rajkamal CHS, Pant Nagar, Ghatkopar (East), Mumbai-400075. - +91-9372498425

LLP Identification Number: AAC-3173 || GST No: 27AADFO8957F1ZV



Bandura Tech Pvt. Ltd.

Hi Saurabh,

We are happy to offer you a role of **Junior Software Developer** at BHyve. We will look at a **6 months term**, starting **March 11th 2021**. Based on your performance for these 6 months, and your future plans, we can relook at the package at the end of July 2021.

Your annual CTC for this role would be **Rs. 3,24,000.00 per annum**; which comes to about **Rs. 27,000.00 per month**. This is inclusive of a travel allowance.

This is a fulltime role, where you would be expected to work a minimum of 40 hours/week, without an overtime. In addition, the role might demand you to work extensively for the first couple of months as we complete initial setup. For the months of March, April and May 2021, you will be expected to work with us from our office setup in Goregaon east. Post that, we can shift to a remote role. We would like you to carry your own Windows laptop while working from home. Any additional device needed can be discussed.

In your role you will primarily be reporting to BHyve's CTO Vihang Mirkhelkar and working with the entire tech team, with CEO Ketaki Ogale and the design team.

📍 Flat No. 1401-1402, Tower 1-B, Shivalik Tower, Thakur Complex, Trishul Complex,
Behind Zagdu Singh Polytechnic, Near Asha Nagar, Kandivali (E), Mumbai 400101

✉ admin@bhyve.io

🌐 www.bhyve.io



Bandura Tech Pvt. Ltd.

Your primary responsibilities would be:

1. Building and maintaining the frontend of the web application for existing as well as future features.
2. Learning new languages that will enhance the performance of the overall app, especially the frontend.
Any courses you take in this regard will be paid by the company.
3. Working with the backend and full stack developers to improve the performance of the app wherever needed
4. Working with our advisors, mentors, client partners etc. to solve bugs, integration related queries to ensure efficient working of the app.
5. Doing research to help in other areas like analytics, machine learning, dev ops, to help the team as possible.
6. Teaching any other developers who join subsequently in frontend languages

There will be follow up paperwork, including an NDA that we will follow this offer letter. We are excited to have you join BHyve. Looking forward to working with you.

Ketaki Ogale

CoFounder, BHyve

📍 Flat No. 1401-1402, Tower 1-B, Shivalik Tower, Thakur Complex. Trishul Complex,
Behind Zagdu Singh Polytechnic, Near Asha Nagar, Kandivali (E), Mumbai 400101

✉ admin@bhyve.io

🌐 www.bhyve.io

10th January 2019**Intent to Offer****This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.**

Dear Chinmay Kishor Marade,
Syntellect ID: SBE1914841

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 : Chinmay Kishor Marade			
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 OF EMPLOYMENT

15th May, 2019

To,
Suchitra Krishnakumar Nair
Flat No A- 201, 2nd Floor, Dosti Pearl – II,
Near Stella Petrol Pump, Barampur,
Vasai Road West, Thane,
Maharashtra - 401202

Position offered: Trainee Programmer

Hi Suchitra,

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 Suchitra Nair

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 11th June, 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!

Your earlier Offer dated 19th March 2019 stands cancelled

For BITWISE SOLUTIONS PVT. LTD.
Sincerely,

Arati Joshi
Vice President



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

OFFER OF EMPLOYMENT

22nd March, 2019

To,
Rahul Radhakrishnan Mannadiar
302, New Rajesh CHS, Ram Laxman Road,
Olympic Hotel, Nalasopara West,
Panchal Nagar, Thane,
Maharashtra – 401203

Position offered: Trainee Programmer

Hi Rahul,

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 Rahul Mannadiar



Bitwise Solutions Pvt. Ltd.
Bitwise World
Off International Convention Centre
Senapati Bapat Road
Pune 411016 India
CIN: U72200PN1997PTC015155
+91 20 40102000
bitwiseglobal.com

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 9th July, 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,

Sheetal Chhugani
Sr. Manager – HR

2 Rahul Mannadiar

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Date: 05th April, 2019

Address

38/1 Sodhi Niwas,
Opp. Gurudwara, Sher-e-Punjab,
Andheri - East, Mumbai - 400033.

Dear Parth Zalavadia

Congratulations!

We are pleased to confirm you have been selected to work for eCW for a post of "Software Specialist". We are delighted to make you the offer.

We would like you to start work in the month of June 2019. We would confirm the date of Commencement with you in the month of June 2019.

Terms

1. Place of Work : Your current place of work will be Mumbai, however you may be deputed at the parent/associate company sites, client sites or partner sites outside of Mumbai (Overseas or other India metros).
2. Salary : Your gross annual remuneration will be Rs. 266,000/- on CTC (Cost-to-the-Company) basis. The CTC break up will generally be as per Company policy and applicable tax provisions from time to time. The primary components of your CTC initially shall be as per Exhibit A attached.
3. Bond : This is to confirm that this offer issues a bond for 1 year of employment. Date of expiration of bond is 1 year after the effective date.
4. Counterparts : This Offer and its Acceptance may be executed in multiple counterparts, each of which shall have the force and effect of an original.
5. Clearances of examination: Your academic results has to be submitted confirming your clearance in final assessments. Failure to do so would result in the nullification of this offer letter of joining.

We welcome you within our fold and trust that your association with ECW will be exciting and mutually rewarding.

You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above Offer.

Yours sincerely
For eClinicalWorks India Pvt Ltd

Stema Farhath
Human Resources
Date 05/04/2019

[Signature]
AGREED AND ACCEPTED BY ME

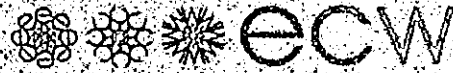
(Date: 05/04/2019)

eClinicalWorks India Pvt. Ltd.

CIN No. : U72200MH2006PTC165289

Regd. Office : Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400072.
T: +91 22 67375000 F: +91 22 67375100

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Date: 15th May, 2019

Mr. Zalavadia Parth Jagdish
38/1 Sodhi Nilwas, Opp Gurudwara,
Sher-e-Punjab, Andheri East,
Mumbai 400093

Dear Zalavadia Parth Jagdish,

With reference to your interviews and discussions with us we are pleased to offer you the position of "Software Specialist" on the terms and conditions as set forth below:

1. Date of Commencement : 10th June, 2019

2. Bond Period : You will serve eClinicalworks India Pvt Ltd for a minimum period of 1 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounted 2 months gross salary as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regards.

3. Period of Offer : The period of offer is as follows:

i. You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.

ii. If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful, then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.

iii. This offer is only valid if you are not an Ineligible Person under the Office of Inspector General's List of Excluded Individuals/Entities.

Parth
Parth Zalavadia
15/05/2019

eClinicalWorks India Pvt. Ltd

CIN No. : U72200MH2006PTC165289

Regd. Office: Boomerang A-701 to 705 & Part B1-706, Chandivall Farm Road, Near Chandivall Studio, Andheri (E), Mumbai - 400072.
T: +91 22 67375000 F: +91 22 67375100



4. Scope of Work The scope of your work/duties/expected skill sets/expected performance etc. have been discussed with and explained to you during your interviews and discussions.

5. Place of Work Your current place of work will be Mumbai, however you may be deputed at the parent/associate company sites, client sites or partner sites outside of Mumbai (Overseas or other India metros).

6. Salary Your gross annual remuneration will be Rs.266,000/- (Rupees Two Lakh Sixty Six Thousand only) on CTC (Cost-to-the-Company) basis. The CTC break up will generally be as per Company policy and applicable tax provisions from time to time. The primary components of your CTC initially shall be as per Exhibit A attached.

7. Background Verification The Company will be conducting a background check/screening procedure in your matter as a measure of full disclosure. In the event of the said background check/screening procedure showing negative on any parameter, this offer will stand determined and revoked with immediate effect.

8. Notice of Relieving

- i. During your training and assessment period, this employment may cease to exist any time, by giving 7 days' notice in writing by either side.
- ii. During your probation period, this employment may cease to exist any time by giving 30 days' notice in writing by either side.

9. Counterparts This Offer and its Acceptance may be executed in multiple counterparts, each of which shall have the force and effect of an original.

10. General

- i. Please note that the contents of this Offer and any subsequent Employment Letter/Agreement are confidential and shall not be discussed with any other person.
- ii. The Company may from time to time revise its HR policies and, subject to those being applied generally to all or a class of employees without discrimination and being lawful, will apply to you ipso facto.

[Signature]
Parth Zalavodia
15/05/2019

eClinicalWorks India Pvt. Ltd.

CIN No. U72200MH2006PTC165289

Regd. Office: Boomerang A-701 to 705 & Part B1 706, Chandivall Farm Road, Near Chandivall Studio, Andheri (E), Mumbai - 400072
T: +91 22 67375000 F: +91 22 67375100



11. Maternity Benefit Act

1. Any woman employee of eClinicalworks entitled to maternity benefit under the provisions of the Maternity Benefit Act, 1961 and the rules may give notice in writing in Form 1 appended to the Maternity Benefit Rules to her employer, stating that her maternity benefit and any other amount to which she may be entitled under the act may be paid to her or to such person as she may nominate in the notice and that she will not work in any establishment during the period for which she receives maternity benefit

We welcome you within our fold and trust that your association with ECW will be exciting and mutually rewarding.

This Offer is valid for 7 days. You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above Offer.

Yours sincerely
For eClinicalWorks India Pvt Ltd

Human Resources

Date: 15th May, 2019

AGREED AND ACCEPTED BY ME

(Zalavadia Parth Jagdish)

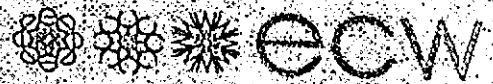
Date: 15 May 2019

eClinicalWorks India Pvt. Ltd.

CIN No. : U72200MH2006PTC165289

Regd. Office: Boomerang A-701 to 705 & Part-B1-706, Chandivall Farm Road, Near Chandivall Studio, Andheri (E), Mumbai - 400072

T: +91-22-67375100 F: +91-22-67375100



26th Dec 2019

To,

Parth Zalavadia

Employee ID - 4636

Subject: Confirmation Letter

Dear Parth Zalavadia,

We congratulate you on successfully completing your probation period as a member of the eClinicalWorks (I) Pvt. Ltd. family and are pleased to confirm your services as a permanent employee with effect from 10th Dec 2019.

All other terms and conditions of employment remain unchanged.

We appreciate your effort so far and are confident that you will continue to contribute to our progress in the future.

Looking forward to a bright future together.

Yours sincerely,

For eClinicalWorks India Pvt. Ltd.


Human Resources

eClinicalWorks India Pvt. Ltd.

CIN No.: U72200MH2006PTC165289

Head Office: Boomerang A-701 to 705 & Part B1-706, Chandivall Farm Road, Near Chandivall Studio, Andheri (E), Mumbai - 400072
T: +91 22 67375000, F: +91 22 67375100

22nd August, 2019
Pranit Patil
Mumbai

Registered Address:
Fractal Analytics Pvt. Ltd
Level 7, Commer: II,
Oberoi Garden City,
Western Express Highway,
Goregaon (E), Mumbai 400 063
Phone +91 22 40675800
Fax +91 22 40675809
CIN U72400MH2000PTC125369

Offer of Appointment

Dear Pranit,

We are delighted to offer you the position of Associate (Grade 10). The position is based in Mumbai and entails travel within and/or outside the country depending on project delivery requirements.

Your appointment is effective from the date of your joining which shall be [no later than/ on or before] 4th September, 2019.

People principles at Fractal

We believe that we are building a great organization, an institution that can stand the test of time, a place that is unusually honest, client and people focused, a place we can all be proud of having created. In our quest for excellence, we are governed by following people principle's in everything we do:

- We place extreme trust in one another.
- We believe in freedom - We respect the choices people make.
- We treat each other as we would like to be treated.
- Anyone can ask a straight question and expect a 100% honest answer.
- The content of our work is respectable no matter what it is -as long as the why and how are clear.
- Once a Fractalite, always a Fractalite.
- We hire for Fractal first and then for the appropriate role.

The overarching principle at Fractal is to do what's right for the client and Fractal. When in doubt, we choose client over Fractal, Fractal over any team within Fractal and any team in Fractal over self.

Your annual compensation on cost-to-company (CTC) basis is INR 550000 including a performance-linked bonus/variable pay (the "Performance Bonus") of INR 50000 and will be subject to statutory and other deductions as per company policies and practices.

Other Terms and Conditions

1. Date of Appointment

Your appointment is effective from your Joining Date. On your Joining Date, you are requested to contact the HR Department to complete the joining formalities at:

Name: Abhishek Thakur

Telephone: 91 9594956393

Email: Abhishek.Thakur@fractal.ai

Address: Level 7, Commerz II, International Business Park, Oberoi Garden City, Western Express Highway, Goregaon, Mumbai 400063

2. Compensation

Your annual compensation on cost-to-company (CTC) basis is INR 550000 including a Performance Bonus of INR 50000 and will be subject to statutory and other deductions as per company policies and practices.

You will be entitled to be considered for such Performance Bonus for a relevant financial year, provided (a) your Joining Date falls on or before December 31st of such financial year; and (b) on or prior to 31st March of such financial year, your employment has not been terminated as per Clause 11 (Termination) below. The details of your compensation break-up are provided in the attached Appendix – I.

3. Appraisal Cycle

Our performance appraisal follows the financial year period between (and including) 1st April of a calendar year and 31st March of the subsequent year. All who have joined the organisation on or before November 30th, of the financial Year will be part of the appraisal process of that financial year.

Your performance bonus and annual increment, as applicable for a financial year will be pro-rated based on the number of days you have worked at Fractal, in that financial Year

4. Other Work

- (a) This is a full time employment with the company. As an employee of the company you agree to devote your best efforts to further the best interests of the company. You shall devote yourself exclusively to the business and operations of the company. During your employment with the company, you will not, without the prior written approval from the HR department of the company, take up any other work, assignment or project for remuneration (part time or otherwise).
- (b) Further, during your employment with the company, you will not, without the prior written approval from the HR department of the company, (i) take up any work, assignment or project on a pro bono basis (part time or otherwise) or (ii) work in an advisory capacity or (iii) author any book or article or other publication or conduct any training, workshop or presentation.

The approval under (a) or (b) shall be granted at the absolute discretion of the HR department and on a case to case basis.

- (c) If such work or assignment or project under (b) above: (i) applies or involves or uses, in any manner and to any extent, the know how or trade secrets, other intellectual property rights or the proprietary or confidential information of the company, or (ii) is defamatory for, or prejudicial to the interest of, the company, its management or any of its employees, then you will not be permitted to take up such work or assignment or project. The HR department shall determine whether such work or assignment or project is covered by (i) or (ii) above and such determination shall be final and binding on the employee

5. Confidential Information

You will protect confidential, proprietary and other information of the company, in accordance with the provisions of the non-disclosure agreement executed by you with the company ("NDA").

6. Conflict of Interest

It is intended to avoid conflict between your interest as an employee, and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company. Further, if any conflict of interest does arise in future, you will promptly report the same to the APEX manager of your team and the HR department.

Without prejudice to the provisions of Clause 3 (Other Work), during your employment with the company, you will not engage in activity that:

- (a) conflicts with the company's business interests;
- (b) interferes with the proper and efficient performance of your duties in relation to the company, or
- (c) interferes with the independent exercise of your judgment in company's best interests.

Noted below are a few examples of conflict of interest:

- (a) You or any dependent member of your family should not have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold on open market or the interest is not material.
- (b) You or any dependent member of your family should not buy/sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any other company or individual that is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of the management.
- (c) You are not to serve as an officer, director or in any other management capacity or as a consultant to any another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of the management of our company.
- (d) You are not to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

- (e) You or any dependent member of your family should not accept commission, a share in profits or other payments, loans (other than with established banks or financial institutions), services, excessive entertainment and travel or gifts or more than nominal value from any individual or organization doing or seeking to do business with the company.

7. Non-Compete and Non – Solicitation

- (a) Non-Compete - You agree and undertake that for a period of one (1) year from the Termination Date of your employment with the company in any manner whatsoever, you will not, directly or indirectly:
 - i) be concerned in any business or activities which competes with the business or activities of the company or any part thereof;
 - ii) become a partner, director, designated partner, manager, shareholder (holding more than (two per cent) 2% interest in the company), employee, seconded, consultant or agent in, of or to,
 - (A) any past or present client of the company or its affiliates, if you were part of, involved in, assisting or advising on, or supervising or leading, any project, work, assignment or deliverable for such client, any time during the nine (9) months immediately preceding such Termination Date, or
 - (B) any entity or individual/s (as applicable) involved in any business or activities which competes with the business or activities of the company or any part thereof.
- (b) Non-Solicitation- You agree and undertake that for a period of one (1) year from the Termination Date of your employment with the company in any manner whatsoever, you will not, directly or indirectly:
 - i) interfere with, tender for, canvass, solicit or endeavor to entice away from the Company the business of any Person who was a customer, client or agent of or supplier to, or who had dealings with the Company;
 - ii) supply any product, carry out or undertake or provide any service to any Person who was a customer, client or agent of or supplier to or who had dealings with the Company;
 - iii) interfere or endeavor to interfere with the continuance of the provision of goods or services to the Company by any Person who was a supplier to the Company;
 - iv) be employed by, enter into partnership with, employ, attempt to employ or negotiate or arrange the employment or engagement by any other Person, of any Person who was part of the management of the Company, an employee employed in a skilled or managerial capacity of the Company; and
 - v) solicit, interfere with, tender for or endeavor to entice away from the Company any contract, project or business, or the renewal of any of them, of the Company which is in progress on the date of termination of the Company or negotiations for which are in progress on that day.

(c) You agree and acknowledge that:

- i) your obligations as set out in 6(a) and 6(b), above extend to you, acting not only on your own account but also on behalf of any other firm, company or other person or entity, and whether alone or jointly with any person, partner, director, designated partner, manager, shareholder (holding more than (two per cent) 2% interest in the company), employee, secondee, consultant or agent of any other person or entity and shall apply whether you act directly or indirectly; and
- ii) the restrictions contained above represent a partial restriction to work and do not violate your freedom to work and are considered by you to be reasonable in all circumstances.

8. Protection of Interest

You agree to abide by the terms of the NDA, inter alia, in relation to Inventions (as defined under the NDA) and protection of company's rights and interests in relation to such Inventions. The NDA will become applicable to you from the date of joining and you shall abide by its terms in the interest of the company.

Without prejudice to your obligations under this offer letter or the NDA, you further agree and undertake to refrain from disclosing or sharing the Inventions, any part thereof or any information in relation thereto, including the existence of such Invention, or any other information the disclosure of which might harm or destroy the competitive advantage of, or prejudice the business interests of the company.

9. Company's policies

By executing this offer letter, you also agree to be bound by the company's policies which are all available at the company's knowledge management portal: <https://km.fractalanalytics.com> (the "Company Policies") which may be updated from time to time. You will acquaint yourself with the terms and conditions contained in such Company Policies. If you have any questions on the meaning and/or implication of any of the terms and conditions contained therein, you may consult your manager, APEX manager or HR Business Partner in the company.

10. Leave

As a principle, the company does not account for leaves availed by you while at Fractal. The overall guideline is that you are permitted to take twenty seven (27) days off per year on an average all inclusive of vacation time as well as times of sickness or personal emergency.

The company may be required to record the number of leaves availed by you along with the duration of your employment with the company in order to fulfill any obligations towards you as per applicable employment statutes.

11. Notice Period

Your employment can be terminated either by you or as per Clause 11 (Termination) below by the company with a minimum of thirty (30) days' written notice or salary in lieu of such notice. If the employment is being terminated pursuant to clause 11 (termination), then the company agrees that on your request, the notice period served by you will stand extended by such period as mutually agreed provided that the total notice period will not exceed sixty (60) days.

If the employment is being terminated pursuant to a resignation received from you, then you agree that on company's request, the notice period served by you will stand extended by such period as the company may deem fit, provided that the total notice period will not exceed sixty (60) days. The company may, at its sole discretion, relieve you before the expiry of the notice period served by you with salary in lieu of thirty (30) days' notice period or the period of shortfall, whichever is less.

12. Termination

- (a) Your employment shall terminate automatically upon you attaining the age of sixty (60) years; or upon death or Permanent Disability.

For the purpose of this offer letter, the term "Permanent Disability" shall mean incapacitation or impairment due to any accidental bodily injury, adverse sickness or fatal disease or any mental illness or disorder, continuing for more than one hundred and eighty (180) days (which need not be consecutive) in any twelve (12) month period which is certified as such by a qualified medical practitioner selected by the company.

- (b) The company shall be entitled to terminate your employment on the following grounds by delivering a written notice of termination to you:

- (i) If you fail, refuse or are unable to perform your duties or responsibilities or have been negligent, if there is a consistent lack of performance at your end, and/or you fail or refuse or are unable to meet the targets/goals prescribed for you by the company (in each instance, other than by reason of disability, incapacity or illness).
- (ii) If you have committed any act or omission constituting misconduct.
- (iii) If you have committed a breach or have violated any provision of this offer letter, NDA or the Company Policies, and have failed to remedy or cure such breach or violation on or before the expiry of the notice period set out in the termination notice from the company to you.
- (iv) If you have been convicted by any court or authority for any crime punishable with fine and/or imprisonment, including misappropriation of funds or property of the company and/or its affiliates, theft or fraud.
- (v) If you have committed any act or omission that has resulted or is likely to result in injury or reputational harm to the company and/or any of its affiliates.

Unless a separate review/disciplinary process is applicable as per applicable law, the company may refer any of occurrences referred to above to the internal review/disciplinary committee and the decision of such internal review/disciplinary committee shall be final and binding on you and the company. If the decision confirms the relevant occurrence, then the notice period as per this Clause 11 shall commence from the date of such decision.

Any termination of employment, whether by you or the company shall be effective from the date immediately succeeding the expiry of the applicable notice period ("Termination Date").

Notwithstanding anything to the contrary, where you have committed a misconduct and the same is brought on record with proof at an enquiry held for the purpose by the internal review committee, you will not be entitled to the notice or salary in lieu of such notice. For the purposes of this Clause 11, 'misconduct' shall include breach or violation of the Company Policies.

13. On Separation

On termination of your employment in any manner whatsoever, you will immediately handover before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, any electronic gadgets including laptop, calculator, storage devices, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

In case, you resign from your position at Fractal Analytics (company) within one (1) year of your Joining Date, you are required to return to the company, the total amount incurred for relocation assistance as well as the cost of initial accommodation (on actuals) incurred by the company for you as a part of the full and final settlement.

14. Submission of Certificates and Photographs

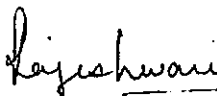
Please bring the following documents, while reporting for duty:

- (a) Copies of certificates in support of your age, qualification and experience including degree mark sheet along with originals for verification.
- (b) Relieving letter from previous employer's and pay slip or salary certificate.
- (c) Copies of Permanent Account Number (PAN), passport and driving license, if any.
- (d) 2 latest stamp size (3cmsX3cms) color photographs of yourself with light blue color background and 2 stamp size photographs of your spouse and children, as applicable.

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

Yours sincerely,

For Fractal Analytics Pvt. Limited



Rajeswari Aradhyula

Chief People Officer

I accept the offer

Signature _____

Name Pranit Patil

APPENDIX - I: COMPENSATION

Description	Monthly Pay	Annual Pay
	(INR)	(INR)
A) Monthly Component		
Basic	19933	239200
House Rent Allowance (HRA)	9967	119600
Leave Travel Allowance,	1250	15000
Meal Vouchers ₂	1100	13200
Company's Contribution to PF	1800	21600
Special Allowance	7617	91400
Fixed Compensation	41667	500000
Performance-linked variable pay ₃ @ 10% of Gross		50000
Cost to Company (CTC)		550000

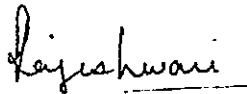
Your Benefits package includes

Benefits	Coverage
Medical Insurance ₄	500000
Personal Accident Insurance	1500000
Term Life Insurance	1500000
Free Meals & unlimited Snacks ₅	10000

1. Payable as reimbursements*
2. The meal vouchers are issued within a week from the date of processing payroll for each month and form part of monthly pay-check.
3. Performance-Linked Variable Pay is payable at the end of financial year following a performance review and an appraisal exercise.
4. The Group Mediclaim is a family floater policy that gives flexibility in the usage of the cover amount as the entire amount can be utilized by either an individual or any member/s of the family (self, spouse, children - up to two & dependent parents). Details of the insurance scheme will be provided to you on the joining of the company.
5. Catered Meals are provided*

* Subject to deductions as per the Income tax and other statutory deductions that may be applicable

For Fractal Analytics Pvt. Ltd.



Rajeswari Aradhyula

Chief People Officer

Signature _____

Name Pranit Patil

Date _____

NON-DISCLOSURE AGREEMENT

This non-disclosure agreement ("Agreement") is made as of the _____, 2019, between Fractal Analytics Private Limited ("Company/Fractal"), and _____ ("Employee").

WHEREAS, the Employee is employed as a [_____] with the Company, with effect from [_____] pursuant to the offer letter/employment agreement dated [_____] [issued to/executed by] the Employee.

The Employee and the Company are desirous of recording additional terms of employment and have agreed to execute this Agreement, in supersession of the existing non-disclosure agreement, if any executed by the Employee with the Company. This Agreement is effective from the date of employment as per the offer letter/employment agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Confidentiality:

- a) **Proprietary Information.** The Employee acknowledges and understands that the Employee will have access to such Proprietary Information solely as a byproduct of the Employee's employment with the Company. The Employee shall not, in any manner whatsoever, represent and/or claim that he/she has any interest by way of ownership, assignment or otherwise in the Proprietary Information (as further defined below). The Employee agrees that, at all times during the Employee's employment with the Company, and thereafter, and without regard to when or for what reasons such employment terminates, the Employee shall not disclose any such Proprietary Information to any person outside the Company or utilize such Proprietary Information to compete against the Company unless such disclosure is (1) necessary for the Employee to perform the Employee's duties as an employee of (and only while employed by) the Company, (2) in response to a valid subpoena or order by a court or other governmental body, or (3) otherwise required by law or regulation. In the event that the Employee receives a subpoena or similar demand to disclose Proprietary Information, the Employee shall promptly notify the Company. For purposes of this Agreement, "Proprietary Information" shall include, without limitation: (i) the details of any current or prospective clients, or suppliers, (ii) any and all books, notes, memoranda, records, correspondence, documents, computer and other discs and tapes, data listings, codes, designs, drawings and other documents and materials relating to the business of the Company; (iv) any information or document pertaining to financial, marketing, technical or business information or trade secrets of the Company, including without limitation, concepts, techniques, know-how, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, business plans, strategies, customers and suppliers as well as software for business and professional use application programs, operating systems, internet websites or e-commerce solutions, books, discs, hardware and information for the microcomputer and internet marketplace used by the Employee in the course of his employment with the Company; and (v) any other non-public information gained in relation to the Company or its affiliates in the course of the Employee's employment with the Company /such affiliate. Proprietary Information shall not include information that is or becomes part of the public domain other than directly or indirectly, through the breach of this Agreement.
- a) **Property.** The Employee agrees that on request by the Company or on termination of the Employee's employment with the Company, the Employee will immediately deliver to the Company all tangible property that embodies or contains any Proprietary Information.
- b) **Non-disclosure to the Company.** The Employee represents and warrants that the Employee has not disclosed and will not disclose to the Company any trade secrets or other confidential or proprietary information that may not lawfully be so disclosed by the Employee, by virtue of the ownership of the same by another person or entity or otherwise.
- c) **Confidential Information of Third Parties.** The Employee acknowledges and understands that, in dealing with third parties with which the Company has business relations or potential business relations subject to the Company's agreement to maintain the confidentiality thereof, the Employee shall not do any act or omission which results in the Company being in a breach or violation of the terms of such confidentiality provisions.

1. Work Made for Hire.

The Employee and the Company agree that the Employee may make inventions or create other Intellectual Property (as further defined below) solely in the course of the Employee's duties and agree that in this respect the Employee has a special responsibility to further the interests of the Company.

- a. "Intellectual Property" shall include, without limitation: all registered or unregistered patents, registered designs, trade marks and service marks, copyrights, design rights, database rights and similar proprietary rights and including (without limitation) all such rights in materials, works, prototypes, inventions, discoveries, techniques, computer programs, source codes, data, technical, commercial or confidential information, trading, business or brand names, goodwill or the style of presentation of the goods or services or any improvement of any of the foregoing and the right to apply for registration or protection of any of them and in existing applications for the protection of any of the above.

- b. Any invention, discoveries, improvement, design, process, information, copyright work, computer program, developments, improvements, copyrightable material, trade mark, trade name or get-up, work or other output made, created or discovered by the Employee in the course of his/her employment with the Company and during working hours, in conjunction with or in any way affecting or relating to the business of the Company, or capable of being used or adapted for use in or in connection with such business, together with all Intellectual Property subsisting therein, (the "Intellectual Property Rights") shall be disclosed immediately to the Company and shall, to the fullest extent permitted by applicable law, be deemed "work made for hire" and belong to and be the absolute property of the Company, and the Employee hereby assigns to the Company with full title guarantee and by way of present assignment of future rights, all such Intellectual Property capable of assignment by way of present assignment of future rights, which may fall within the definition of the Intellectual Property Rights absolutely for the full term of those rights. If in the course of Employee's employment at Fractal, Employee use in or incorporate into a Fractal product, program, process or machine, and invention owned by him/her or which Employee has an interest, Fractal is hereby granted and shall have an exclusive royalty-free, irrevocable, worldwide license to make, have made, use/ modify, alter and sell that invention without restriction as to the extent of Employee's ownership or interest. Employee hereby assigns exclusively to Fractal all his/her right, title and interest in and to any all Intellectual Property Rights that Employee solely or jointly may conceive, write, encode, develop, or reduce to practice during the period of Employee's employment at Fractal. Employee will make prompt and full disclosure to Fractal of any Intellectual Property Rights, and if for any reason the assignment pursuant to this clause is not effective, will hold all such Intellectual Property Rights in trust for the sole benefit of Fractal. Employee hereby waives and quits claim to Fractal, any and all claims of any nature whatsoever that Employee now or hereafter may have for infringement of any patent resulting from any patent applications for any Intellectual Property Rights so assigned to Fractal.
- c. If and whenever required so to do by the Company, the Employee shall at the expense of the Company and in furtherance of its obligations under (b) above: (i) apply with or join the Company in applying for Indian or foreign patent or copyright or any other protection or registration in India or the United States and/or in any other part of the world for any Intellectual Property Rights; and (ii) execute all instruments and do all things necessary for vesting all Intellectual Property Rights (including such patent or other protection or registration when so obtained) and all right, title and interest to and in them absolutely, with full title guarantee and as sole beneficial owner, in the Company.
- d. The Employee irrevocably and unconditionally waives all rights under any applicable law respecting copyright, in connection with the Employee's authorship of any existing or future copyright work in the course of his employment with the Company, in whatever part of the world such rights may be enforceable and Employee hereby irrevocably designates and appoint Fractal and its duly authorized officers and agents as my agent and attorney in fact, to act for Employee and in his/her behalf and stead, to execute and file any prosecution and issuance of Indian and foreign patents and copyrights thereon with the same legal force and effect as if executed by Employee. Employee will testify at Fractal request and expense in any interference, litigation or other legal proceeding that may arise during or after his/her employment.
- e. The Employee irrevocably appoints the Company to be the Employee's attorney in the Employee's name and on the Employee's behalf to execute any such instrument or do any such thing and generally to use the Employee's name for the purpose of giving to the Company the full benefits of this Section. A certificate in writing in favor of any third party signed by any director or by the Secretary of the Company that any instrument or act falls within the authority conferred by this Agreement shall be conclusive evidence that such is the case.
- f. Attached hereto is a list describing all inventions belonging to the Employee and made by the Employee prior to his/her employment with the Company, if any, and which the Employee wishes to have excluded from this Agreement. If not such list is attached, the Employee represents that there are no such inventions. If in the course of his/her employment at the Company, the Employee uses in or incorporates into a Company's product, program, process or machine, and invention owned by the Employee or which the Employee has an interest, the Company is hereby granted and shall have an exclusive royalty-free, irrevocable, worldwide license to make, have made, use and sell that invention without restriction as to the extent of his/her ownership or interest.

2. Authorization to Collect Personal Information.

Employee further authorizes Fractal to collect Personal Information (as defined hereunder) about him/her as an employee of Fractal, in connection with employment with Fractal for lawful employment purposes. Personal Information for purposes of this Agreement means any information that relates to the Employee, which either directly or indirectly, in combination with other information available or likely to be available with Fractal, is capable of identifying Employee. By way of example, Personal Information may include passwords; financial information such as bank account or credit card or debit card or other payment instrument details; physical, physiological and mental health condition; sexual orientation; medical records and history; biometric information; any other details relating to this information as provided to Fractal for employment purposes from time to time or as and when required.

Employee understands that he/she has the right to request in writing, to review the complete record of his/her Personal Information.

Employee may request that inaccurate or incomplete Personal Information be corrected or amended. Fractal has the right to provide the Personal Information to any company, body corporate or a person located within India or outside that ensures the same level of data protection that is adhered to by Fractal, for lawful employment purposes. Employee also understands that he/she has the option of not providing any Personal Information to Fractal, or withdraw consent to the use of Personal Information by giving a written withdrawal request to Fractal. In the event of Employee not providing Personal Information or withdrawing his/her consent, Fractal has the right to revoke services offered or provided to the Employee.

Fractal has reasonably set in place appropriate safeguards and procedures to protect Personal Information of its employees. Employee understands that he/she may contact the concerned person from Human Resource/Capital department of Fractal or the concerned Grievance Officer of Fractal, if so appointed by Fractal, to register complaints, to submit access requests, or to address any other issues arising under this Agreement. Fractal will investigate and attempt to resolve any complaint or dispute regarding its use and disclosure of Personal Information in accordance with this Agreement, within thirty (30) days from the date of receipt of complaint or dispute.

"Personal information" means any information that relates to a natural person, which, either directly or indirectly, in combination with other information available or likely to be available with a body corporate, is capable of identifying such person.

3. Prior Employer Information.

Employee agrees that during Employee's employment at Fractal, he/she will not use improperly or disclose any confidential or Proprietary Information or trade secrets of my former or current employers, principals, partners, co-ventures, clients, customers or suppliers of the vendors or customers of such persons or entities or their vendor or customers and he/she will not bring onto the premises of Fractal, any unpublished document or any property belonging to any such persons or entities or their vendors or customers unless such persons or entities have given their consent. Employee will not violate any non-disclosure or proprietary rights agreement he/she might have signed in connection with any such person or entity.

4. Personal property.

Employee agrees that Fractal will not be responsible for loss, disappearance, or damage to personal property on Fractal premises, or if applicable, on residential premises subsidized by Fractal (including apartments or temporary housing). Employee hereby releases, discharges and holds Fractal harmless from any and all claims relating to loss of, disappearance, or damage to such personal property.

5. Assignment; Successors and Assigns. Neither the Company nor the Employee may make any assignment of this Agreement or any interest herein, by operation of law or otherwise, without the prior written consent of the other party.

6. Severability. If any portion or provision of this Agreement shall to any extent be declared illegal or unenforceable by a court or arbitrator of competent jurisdiction, then the remainder of this Agreement, or the application of such portion or provision in circumstances other than those as to which it is so declared illegal or unenforceable, shall not be affected thereby, and each portion and provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. In the event that any portion or provision of this Agreement is determined by a court or arbitrator of competent jurisdiction to be unenforceable by reason of excessive scope as to geographic, temporal or functional coverage, such provision will be deemed to extend only over the maximum geographic, temporal and functional scope as to which it may be enforceable.

7. Survival. The provisions of Sections 1, 2, 3, 4, 5, 6, 10, 11, 13 and 14 of this Agreement shall survive the termination of this Agreement and/or the termination of the Employee's employment with the Company together with such provisions which expressly or by implication will survive termination of this Agreement.

8. Waiver. No waiver of any provision hereof shall be effective unless made in writing and signed by the waiving party. The failure of any party to require the performance of any term or obligation of this Agreement, or the waiver by any party of any breach of this Agreement, shall not prevent any subsequent enforcement of such term or obligation or be deemed a waiver of any subsequent breach.

9. Notices. Any notices, requests, demands and other communications provided for by this Agreement shall be sufficient if in writing and delivered in person or sent by a nationally recognized overnight courier service or by registered or certified mail, postage prepaid, return receipt requested, to the Employee at the last address the Employee has filed in writing with the Company or, in the case of the Company, at the Company's main offices, to

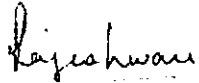
the attention of the Board. Notices hereunder shall be effective on the date of delivery in person or by courier or three (3) days after the date mailed.

10. **Governing Law and Jurisdiction.** This Agreement shall be construed under and be governed in all respects by laws of India. The parties hereby consent to the exclusive jurisdiction of the courts of Mumbai.
11. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which when so executed and delivered shall be taken to be an original; but such counterparts shall together constitute one and the same document. If any provision of this Agreement shall be declared excessively broad, it shall be construed so as to afford Fractal the maximum protection permissible by law. If any provision of this Agreement is void or is so declared, such provision shall be severed from this Agreement, which shall otherwise remain in full force and effect. This Agreement sets forth the entire agreement of the parties as to the subject matter hereof and any representations, promises, or conditions in connection therewith not in writing and signed by both parties shall not be binding upon either party, the terms and conditions of this Agreement shall survive termination of Employee's employment.
12. **Equitable relief.** Employee acknowledges that any violation by him/her under this Agreement, and/or any obligation of like nature, will cause irreparable injury to Fractal, and Fractal shall be entitled to extraordinary relief in any court in India, including, but not limited to, temporary restraining orders, preliminary injunctions, and permanent injunctions, without the necessity of posting bond or security.
13. **Attorney fees.** If court proceedings are required to enforce any provision of this Agreement, the prevailing party shall be entitled to an award of reasonable and necessary expenses of litigation, including reasonable attorney fees.

IN WITNESS WHEREOF, the parties have executed this Agreement effective on the date and year first above written.

For Fractal Analytics Private Limited

Employee



Signature

Signature

Name : Rajeshwari Aradhyula

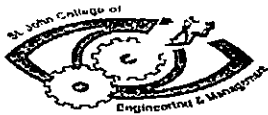
Place

Title: Chief People Officer

Date

Place

Date



Aditi Raut <aditir@sjcem.edu.in>

Fwd: Employment Offer for Arindam Alok Samanta(1724472)

ari samanta <arisamanta007@gmail.com>
To: aditir@sjcem.edu.in

23 March 2021 at 16:47

Dear Ma'am,

I am forwarding you joining mail, which was send by my company.

Thanks & Regards,
Arindam Alok Samanta
Jr. Software Engineer
@Tech Mahindra Ltd.
9657121665

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

From: <Offer@techmahindra.com>
Date: Fri, Sep 27, 2019, 7:51 PM
Subject: Employment Offer for Arindam Alok Samanta(1724472)
To: <arisamanta007@gmail.com>
Cc: <NC00493070@techmahindra.com>

Dear Mr. Arindam Alok Samanta,

Congratulations!

With reference to your application for employment and subsequent discussion we have had, we are pleased to issue the attached 'Employment Offer' Letter.

The Employment Offer Letter is self-explanatory in all aspects related to your employment and related terms and conditions associated with the proposed employment.

In order to protect the integrity of the attached Offer Letter, it comes with security features like digital signature and QR Code embedded on the first page of the letter.

Double clicking on the Digital Signature will provide you with details of signing authority and if the document has been modified/tampered with or not.

The QR Code will further authenticate the letter. But, for checking this QR, you will need QR Code Scanner/Reader (a freeware available for all smartphone).

When QR Code is scanned, you will be guided to Tech Mahindra web portal automatically. At the site, you have to enter the 'characters' displayed on the screen at the designated place and submit.

If the letter is genuine, you will see an Applicant Id, Your name and email id as a measure of authentication of the letter.

Please note that on the day of joining, bring a copy of Offer Letter duly signed bas a token of you as having accepted this offer and submit the same to HR SPOC at the joining venue. Joining may be denied in case the copy of the same is not produced to the HR SPOC at the joining venue.

We take this opportunity to welcome you to the Tech Mahindra World of 'Connected'

With best wishes,

RMG Team

Tech Mahindra

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message and the information contained herein is proprietary and confidential and subject to the Tech
Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html>
externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra.
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Candidate ID: 2747755 /358732,

Date of Joining: 11/21/2019,

Joining Location: Mumbai,

Designation: Analyst,

Dear Ruchita Pradeep Tamore,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1. Welcome Address
2. Verification of master data sheet, which contains your detailed information.
3. Verification of joining documents*
4. Receipt of employee handbook and visitor-cum-bus pass
5. Submission of signed documents
6. Receipt of hard copy of offer letter
7. ID cum access card formalities
8. Bank account opening formalities
9. Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

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

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

1. Hard copy / email copy of Capgemini offer letter shared with you

Employment Documents:

Current Employment(Immediate Previous)

- a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory)
2. b) Payslips for last 3 months
- c) Form 16
- d) Salary Account 6 months Bank Statement
- e) Letter of appointment/Offer letter from employer which captures start date

Previous Employment

Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day

Education Documents

- a) 10 Marksheet and certificate.
- b) 12th marksheet and Certificate.
3. c) Graduation Marksheets and certificate/Diploma certificate.
- d) Post-Graduation Marksheets and degree certificate(If applicable)
- e) Any other relevant certificate

Proof of Identity/ Address

- a) PAN Card
 - b) AADHAR Card
 - c) Passport
- In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs
4. i) Voters Id
 - ii) Driving License
 - iii) Ration card
 - iv) Electricity Bills
 - v) Gas card
 - vi) Notarized Self Affidavit

5. Passport size photographs(6 nos)

6. Self Employed/CO-owner/Freelancing/ Partnership employment(s)(If applicable)

- a) Form 16/Form 26AS
- b) Bank statement for 6 months
- c) Shop License

7. Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory

8. Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

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

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

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2747755 /358732.

11/12/2019,

Ruchita Pradeep Tamore
205, SUNDER PRITHVI APT, BUNDERWADI, BHAYANDER (E), THANE - 401105, NAVGHAR POLICE,
THANE, MAHARASHTRA ,
India

Confidential

Dear Ruchita Pradeep Tamore,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/21/2019 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Mumbai

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,003.00 (Rupees Three Lakh and Three only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

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

Ruchita Pradeep Tamore,

Analyst

Total Cost to Company (CTC).

Rs.300,003.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,138.00	Rs 49,656.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 5,000.00	Rs. 60,000.00
Advance Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs.22,118.00	Rs. 265,416.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		Rs.292,788.00
Total Cash Compensation		Rs.292,788.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,215.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,003.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that

is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements Annualized	
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF will be made from the monthly salary.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

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

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

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

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

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

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

F.) Probationary Period:

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

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

H.) Conditions of hire:

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

- a. You will submit relevant documents as mandated by the Company.
- b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
- c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
- g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
- h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
- i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 21-November-2019, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

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

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

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi
Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

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

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

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

For Capgemini Technology Services India Limited


Jaideep Chavan
Head - Talent Acquisition & Resourcing

Acceptance

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

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

Name: Ruchita Pradeep Tamore

Date: 11/12/2019

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

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

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

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

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

2. DUTIES AND RESPONSIBILITIES:

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

3. COMPENSATION:

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

4. TRAINING:

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

5. COVENANTS AND REPRESENTATIONS:

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

- a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

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

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

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

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

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

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

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

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

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

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

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

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

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

5.15 You hereby represent to the Company that:

- a.) you are legally permitted to reside and be employed in India;
- b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
- c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
- d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
- e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

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

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

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

6.4

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

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information;
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;
- f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

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

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

- a) was in your possession before receiving the same from the Company pursuant to this Letter;
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

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

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

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

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

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

7. INTELLECTUAL PROPERTY:

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

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

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

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

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

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

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

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

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

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

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

8. CONFLICT OF INTEREST:

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

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

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

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

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

9. RETIREMENT/TERMINATION:

a.) Retirement

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

b.) Notice Period/Termination

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

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

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

- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

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

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

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

11. MISCELLANEOUS:

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

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

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

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

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

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

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

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

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

This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

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

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

- a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
- b) payroll processing agencies for processing my payroll (including reimbursement claims),
- c) law enforcement agencies,
- d) to comply with a judicial/quasi judicial order,
- e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
- f) insurance companies for the purpose of group insurance, personal accident insurance etc.
- g) service providers providing services for biometric access to office premises for monitoring attendance.
- h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

- a.) affiliates of the Company for administrative purposes and/or audit;
- b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

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

Name:
Signature
Date:

44
C



CR/HR/2020/34

January 7, 2020

Mr. Ravi Nagendra Pandey
207, B Wing, Sundaram Apartment,
Ostwal Empire,
Boisar West,
Palghar -401501

Phone: +91 8698197647

Dear Ravi,

We are very pleased to extend an offer of employment to you for the position of Associate Consultant – Band A1. Your date of joining will be Monday, December 13, 2020.

A detailed copy of your appointment letter will be issued to you on your joining. Your employment with us will be subject to receiving the following:

- Copy of educational certificates (10th, 12th / Diploma, Degree).
- Address & Photo identity proof.
- 06 Passport size photographs with white background.

MindCraft observes a 6-day week with Sunday as a weekly holiday. Business hours are from 9.30 hrs to 18.30 hrs subject to a lunch break of half an hour.

You are expected to follow the client's working hours and holidays while on deputation to client's site.

You will be required to sign an Employment Bond on the standard format, upon joining the service of the Company. If you so desire, you can take an inspection of the standard format which is available in the office.

You will be on probation for a period of six months, which can be extended on the sole discretion of the Management. While on probation, you will have a notice period of 15 days. On completion of the probation period, or extended period, unless confirmed in the services in writing, you will be deemed to be continuing on probation.

On confirmation, you will have a notice period of three months.

On joining, your CTC will be 180,000/- p.a. On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based as per the company's annual compensation review.

The company is not liable to adhere to any commitment, verbal or otherwise which is not explicitly stated in this offer letter.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Deepti Ashar
Head, Human Resources



Compensation Package

Name: Ravi Nagendra Pandey

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	15,000
A	Fixed Salary:	Amount in Rs. PM
	Basic	5,800
	HRA	2,900
	Conveyance	1,600
	Total of A	10,300
B	Special Allowance	3,283
C	Retirals:	
	Gratuity	280
	Employer Contribution to Provident Fund	696
	Total of C	976
D	Other Benefits:	
	ESIC	441
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory deductions will be deducted as applicable.		

For Provident Fund, you will also have to contribute an equal amount same as employers' contribution from your salary.

For ESIC, you will also have to contribute 0.75% of your Fixed Salary (Basic, HRA, Conveyance & Special Allowance).

Date: 10th April 2019

Intent to Offer

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

Dear Aalekh Pradeep Chulliparambil,
Syntellect ID: SBE1932273

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.

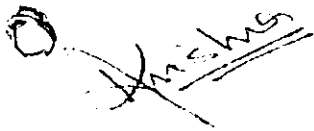
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on 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 : Aalekh Pradeep Chulliparambil			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	<u>%</u>	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

Expensing

November 12th, 2019

Krutika Vilas Sawale
Indranil Apartment,
Intergate Road Ramwadi,
A-4 building 004, Dahahu (E)
Mumbai - 401602

Krutika,

We have pleasure in offering you the position of 'Software Trainee', on the agreed terms and conditions. Your joining date as agreed will be November 12th, 2019.

As discussed, the compensation package will be Rs. 3,00,000 per annum (Rupees Three Lakhs only). This includes all benefits and employer contributions, and is subject to statutory deductions, as applicable.

We hope this will be the beginning of a long and mutually beneficial association. Nexstep offers you an exciting opportunity for high growth, technical skills enhancement, and an all-rounded personality development. Your commitment with Nexstep will be 36 months agreement, starting from November 12th, 2019. We look forward to having you with Nexstep, and being a fully contributing member of Nexstep.

Thanking you,
Sincerely,

Ila Imani
CEO

*Terms & conditions: 1) Acceptance should be made within 24 hours of the offer date.
2) Management holds the right to withdraw the offer & change the compensation package.*



Strictly Private and Confidential

31-Oct-2019

Aditi Pratap Jadhav

C8333322

A/303, Pratik-A, Chhatrapati Shivaji Road, Behind Omkar Hospital, Bhaji Galli, Virar West, Thane, Maharashtra, 401305
7397832800

Dear Aditi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% or 6.5 CGPA or more, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Oct 2019)

I

Candidate's Signature

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company - <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

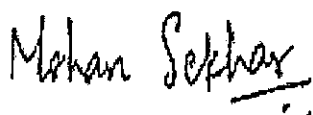
This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

Joining Bonus - of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Additional bonus- of INR 25,000 payable in the subsequent compensation revision cycle subject to. you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issues. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out; then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.

a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.

b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate

Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original mark sheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of provisional degree certificate or convocation degree certificate.
6. Pan Card.
7. Copy of Passport / Driving License/ Voter ID card.
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

10th January 2019

Intent to Offer

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

Dear Chinmay Kishor Marade,
Syntellect ID: SBE1914841

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.

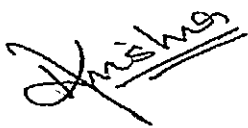
This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate 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 : Chinmay Kishor Marade			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	<u>%</u>	Monthly	Yearly
Basic Pay (A)	<u>40%</u>	9,033	108,400
HRA (B)	<u>50%</u>	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)	<u>100%</u>	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



Bandura Tech Pvt. Ltd.

Hi Saurabh,

We are happy to offer you a role of **Junior Software Developer at BHyve**. We will look at a **6 months term, starting March 11th 2021**. Based on your performance for these 6 months, and your future plans, we can relook at the package at the end of July 2021.

Your annual CTC for this role would be **Rs. 3,24,000.00 per annum**; which comes to about **Rs. 27,000.00 per month**. This is inclusive of a travel allowance.

This is a fulltime role, where you would be expected to work a minimum of 40 hours/week, without an overtime. In addition, the role might demand you to work extensively for the first couple of months as we complete initial setup. For the months of March, April and May 2021, you will be expected to work with us from our office setup in Goregaon east. Post that, we can shift to a remote role. We would like you to carry your own Windows laptop while working from home. Any additional device needed can be discussed.

In your role you will primarily be reporting to BHyve's CTO Vihang Mirkhelkar and working with the entire tech team, with CEO Ketaki Ogale and the design team.

📍 Flat No. 1401-1402, Tower 1-B, Shivalik Tower, Thakur Complex, Trishul Complex,
Behind Zagdu Singh Polytechnic, Near Asha Nagar, Kandivali (E), Mumbai 400101

✉ admin@bhyve.io

🌐 www.bhyve.io

Regd. Office: 101-A, Basement Om Nilkanth,
Sahyog Mandir Road,
Thane (W) 400602
022-25442798
www.acecomputers.co.in



Reference: ACS/HRD/OFFER/2019

Date: 24th August 2019

To,
MR. CHAITANYA RANJAN PATIL

LETTER OF OFFER

References to your application & subsequent interview had with us, we at Ace Computer Services are pleased to offer you the position of Desktop L1 Engineer in our organization.

DOJ – 26th August, 2019

You will be paid monthly CTC of Rs. 15,637/- (Rupee Fifteen Thousand Six Hundred Thirty Seven Only).

The letter of Appointment is under process & will be given to you within 30 days from the date of joining the duty.

Please submit following documents along with photo copy to complete the joining formalities at below address.....

ACE Computer Services
101/A Basement, Om Nilkanth CHS, Sahyog Mandir Rd., Ghantali, Naupada, Thane (W)

1. Passport Application Payment Receipt & Aadhar Card (Mandatory)
2. All Education Documents including SSC, HSC, Diploma / Degree Marksheets of all semesters and Certificates (All Documents Mandatory)
3. PAN Card / Driving License / Election ID as photo id proof (Any one)
4. Electric Bill / Telephone bill/ Rent Agreement/ Affidavit- as address proof (Any One)
5. Document form all previous employer- Appointment Letter, last 3 Month's Salary Slips, Reliving & Experience Certificate.
6. Saving Bank Passbook or Statement with Cancelled Cheque.
7. Photographs – 3 Passport size and 1 Post card size Family photograph.
8. Aadhar card copies of Parents/ Dependents

Please note that this is a provisional offer letter with validity till the date mentioned above and it will become null & void if you fail to join on mention date.

This is a confidential document & the information regarding the position offered & remuneration should not be disclosed, the offer will be revoked in case of breach of confidentiality.

We welcome you to our organization, looking forward towards a long & fruitful association.



Bandura Tech Pvt. Ltd.

Your primary responsibilities would be:

1. Building and maintaining the frontend of the web application for existing as well as future features.
2. Learning new languages that will enhance the performance of the overall app, especially the frontend.
Any courses you take in this regard will be paid by the company.
3. Working with the backend and full stack developers to improve the performance of the app wherever needed
4. Working with our advisors, mentors, client partners etc. to solve bugs, integration related queries to ensure efficient working of the app.
5. Doing research to help in other areas like analytics, machine learning, dev ops, to help the team as possible.
6. Teaching any other developers who join subsequently in frontend languages

There will be follow up paperwork, including an NDA that we will follow this offer letter. We are excited to have you join BHyve. Looking forward to working with you.

Ketaki Ogale

CoFounder, BHyve

📍 Flat No. 1401-1402, Tower 1-B, Shivalik Tower, Thakur Complex, Trishul Complex,
Behind Zagdu Singh Polytechnic, Near Asha Nagar, Kandivali (E), Mumbai 400101

✉ admin@bhyve.io

🌐 www.bhyve.io



Ref: CM/Operation/Offer 138

Date: 7th Sept 2020

No. of Pages: 02

To,

Ms. Devika Kanaram Choudhary
Block no - 103,
Pratik Palace Building, Mahim Road,
Sukh Sagar, Palghar West
Palghar - 401404.

Sub: Offer of employment

Dear Devika,

This has reference to your application and the subsequent interviews held with us. We are pleased to offer you the position of "Associate Software Engineer" in our organization. Your total compensation during the period of probation will be Rs. 2,40,0000 (Two Lakh and Forty only). Further details of your compensation is detailed in Annexure-A. You are expected to join our organization on or before 8th September 2020.

The matters pertaining to your terms and conditions of employment including your remuneration are **Strictly Confidential** between yourself and the Company and should be treated as such.

1. This contract of employment post confirmation can be terminated by any of the parties by giving to the other party a prior notice of three months in writing of its intention to do so, or three months gross salary in lieu of shortfall in notice period. This notice period cannot be substituted by adjustment against pending leaves. During probation, the terms of appointment letter will be fully applicable.

In case the Company is left with no choice but to terminate employment on account of gross misconduct or loss of confidence or on account of non-performance, the Company reserves the right to immediately terminate the employment contract forthwith, without assigning any notice and without extending any compensation in lieu of notice period.

2. Overseas/In country Deployments: You may be required to travel and work abroad or within the country for periods from 6 months up to in excess of a year, as per the Companies business requirements.

3. You are required to submit a copy of your passport during joining (In case you don't have one, please apply immediately and produce a copy of your passport within 1 month of joining our services).

A detailed letter of appointment containing the terms and conditions of service would be issued to you shortly on your joining the services of the company.



cloudmantra

Vikrio

StackITon

Registered Office:
Trigya Technologies Pvt Ltd,
G-103, Pinnac Manchanganj,
Ward DP road, Luda Pali - 411007

Phone No: +91 8446 000 650
Email Id: info@trigya.tech
Website: www.trigya.tech
GSTIN: 27AAECT1483D12G

DC



At the time of joining, you are required to submit the following documents:

1. Copies of educational certificates
2. Address proof
3. Identify proof
4. Copies of work experience certificates (as applicable)
5. Relieving letter from your previous employer along with proof of last drawn salary. (Applicable to experienced candidates only)
6. 2 no. Passport size color photos.

This offer of employment is subject to your joining us on or before Tuesday 8th September 2020.

Devika, Welcome to the company family and we now look forward to having you with us.

Thanking you,

Yours truly,

For Trigya Technologies Pvt. Ltd.

Authorized Signatory

Received and Accepted

Devika Kanaram Choudhary



Vikno

StackITON

Registered Office:
Trigya Technologies Pvt. Ltd.
G-103, Plinac, Kharjehangal,
NEW DP road, Aundh Pune - 411007

Phone No: +91 8446000650
Email Id: info@trigya.tech
Website: www.trigya.tech
GSTIN: 27AAECT1A83D12G

DC



Annexure A

Name of the Employee	Devika Choudhary
Employee ID	
Date of Joining	8th September 2020
Designation	Associate Software Engineer
Department	Software Development & Cloud Services Group

Compensation Breakup		
Components	Per Month	Per Annum
Basic	11,632.00	1,39,584.00
HRA	653.00	7,836.00
Conveyance Allowance	800.00	9,600.00
Child Education Allowance	0.00	0.00
Medical Allowance	0.00	0.00
Special Allowance	1,436.00	17,232.00
Other Allowance	0.00	0.00
Base Salary (A)	14,521.00	1,74,252.00
Performance Incentive (B)	Monthly 3,815.00	45,780.00
Gross Salary (C = A + B)	18,336.00	2,20,032.00
Statutory Company Cost (D)		
Provident Fund	1,664.00	19,968.00
Cost to Company (C+D)	20,000.00	2,40,000.00
Employee Deduction		
Provident Fund	1,664.00	19,968.00
Professional Tax	200.00	2,500.00
Sub Total (E)	1,864.00	22,368.00
Take Home (C - E)	16,472.00	1,97,664.00

All matters relating to compensation are STRICTLY CONFIDENTIAL and any breach of this may result in immediate termination of services.

- 1) Deductions of Provident Fund, Professional Tax, Income Tax, etc. if applicable will vary based on Salary Scale & shall be as per the relevant laws/rules in force.
- 2) Rate of TDS, if applicable is subject to Declaration & submission of related information & documents by employee.
- 3) Performance Incentive will be applicable on successful completion of AWS certification & will be disbursed monthly. Payout will depend on performance ratings by the management & will range from 0% to 100%.

Hemant Lavanla
Head of Operations

Received & Accepted by
Devika Kanaram Choudhary



Registered Office
Trigya Technologies Pvt. Ltd.
G103, Phase 1, Kanchanbagh
New D.P. Road, Kundli, Gurgaon - 121007

Phone No: +91 8446 000 650
Email Id: info@trigya.tech
Website: www.trigya.tech
GSTIN: 27AAECT1483D1ZG

Students selected by Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

Tue, May 28, 2019 01:03 PM

From : Namdev Patil <namdevp@sjcet.co.in>

Subject : Students selected by Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

To : alddsouza14 <alddsouza14@gmail.com>

Cc : Dr. Gopal Mulgund <principal@sjcet.co.in>, Jude Lobo <jude.lobo@aldel.org>, Gyanappa Walikar <gyanappaw@sjcet.co.in>, Ajay Sirsat <ajays@sjcet.co.in>, Chetan Patil <chetanp@sjcet.co.in>, Deepak <deepaka@sjcet.co.in>, Tina DABREO <tinad@sjcet.co.in>, Anita Chaudhari <anitac@sjcet.co.in>, Brinzel Rodrigues <brinzelr@sjcet.co.in>, AhmerUsmani <ahmeru@sjcet.co.in>, kiran Bhandari <kiranbh@sjcet.co.in>, Sundar Kharvi <sundark@sjcet.co.in>, Odilia Gonsalves <odiliag@sjhct.in>

Respected Sir,

Congratulations our 17 students form COMP/IT & EXTC Department selected by Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

- 1) Bhavesh Sakpal
- 2) Abhishek Jaiswal C
- 3) Ashray Shetty C
- 4) Nikita Parekh C
- 5) Mayur Girdhar
- 6) Vasant Mestry
- 7) Akshay Khanore C
- 8) Saifali Mavani C
- 9) Viranch Dave
- 10) Pranav Joshi
- 11) Disha Kudu C
- 12) Pooja Shetty
- 13) Pranjali Chavan C
- 14) Abhishesk Ezhava
- 15) Rohan Naik C
- 16) Ateeq Ansari C
- 17) Kunal Sharma.

I will submit the detailed report once I will resume the duty.

 =====
 =====
 Thanks & Regards,

Namdev S. Patil
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
 Vill-Veevor, Manor Road,
 Palghar (E), Dist- Palghar - 401 404.
 Contact:- **9769 401 269**
 e-mail:- namdevp@sjcet.co.in
 web:- www.sjcet.co.in

Tue, May 28, 2019 10:59 AM

From : Rahul Jana <rahul.jana@raweng.com>
Subject : Re: Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!
To : Namdev Patil <namdevp@sjcet.co.in>
Cc : HR <hrindia@raweng.com>

Hi Nmadev Sir,

Please find the list of the candidate who have been selected for the Trainee Position :

- 1) Bhavesh Sakpal
- 2) Abhishek Jaiswal
- 3) Ashray Shetty
- 4) Nikita Parekh
- 5) Mayur Girdhar
- 6) Vasant Mestry
- 7) Akshay Khanore
- 8) Saifali Mavani
- 9) Viranch Dave
- 10) Pranav Joshi
- 11) Disha Kudu
- 12) Pooja Shetty
- 13) Pranjali Chavan
- 14) Abhishesk Ezhava
- 15) Rohan Naik
- 16) Ateeq Ansari
- 17) Kunal Sharma.

Please be in touch with the candidate will update you on further developments regarding joining.

On Wed, Apr 24, 2019 at 6:38 PM Rahul Jana <rahul.jana@raweng.com> wrote:
Hi Sir,

Greetings of the day...!!

Please find the attached copy the candidate who have cleared their aptitude test, please ensure all the candidate can attend second round of interview in our premises on 2nd & 3rd May.

Note - Please ensure bifurcate the candidates who are attending interview on respective date.

Awaiting for your positive response on the same

Regards
Rahul

On Thu, Mar 28, 2019 at 1:43 PM Rahul Jana <rahul.jana@raweng.com> wrote:
Dear Mr. Namdev,

As per our discussion we are planning a drive on **Wednesday i.e 3rd of April** so kindly make arrangement's accordingly. Meanwhile i have attached **Job Description** for reference.

Please help us with feasible timing so that we will be their at premises at given time.

--
Regards,

Rahul Jana | Talent Acquisition Manager
Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

Get the blueprint for scalable enterprise mobile apps. [Download the case study](#)

On Fri, Mar 22, 2019 at 6:11 PM Rahul Jana <rahul.jana@raweng.com> wrote:
Dear Mr. Namdev,

Greetings from RAW ENGINEERING INDIA PVT LTD & CONTENTSTACK INDIA PVT LTD.....!!!

It was pleasure to have you over here and have brief description on Campus Placement Drive. We are glad to receive your invitation for the campus drive in your institution for 2018 -19 batch students. In line with our recent discussion it will be great help if you can share the **student database** as well as sample **job description** with us for further process.

We have planned to hire "**30-40 candidates**" for the role from your Institution and your earliest response shall be highly appreciated.

If you have any questions you can reach the undersigned contact person.

We look forward to hire great talents and a long term association in future.

--
Regards,

Rahul Jana | Talent Acquisition Manager
Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

Get the blueprint for scalable enterprise mobile apps. [Download the case study](#)

--
Regards,

Rahul Jana | Talent Acquisition Manager
Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

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--

Regards,

Rahul Jana | Talent Acquisition Manager

Raw Engineering | Contentstack

www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

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From : Raees Shaikh <tpo@theemcoe.org>

Thu, May 02, 2019 05:18 PM

Subject : Re: Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

To : Namdev Patil <namdevp@sjcet.co.in>

External images are not displayed. [Display images below](#)

Thank you sir ,
our 7 students are there in the list , i have conveyed message to them personally...

On Thu, May 2, 2019 at 4:04 PM Namdev Patil <namdevp@sjcet.co.in> wrote:

Dear All,

Raw Engineering final round of interview schedule on 3rd May 2019 at below mentioned address

Raw Engineering Inc

Chandansar Rd, Chandansar, Virar, Maharashtra 401303

Reporting Time

9.30am

=====
=====
Thanks & Regards,

Namdev S. Patil

Corporate Relations, Training & Placement Officer

St. John College of Engineering & Management

Vill-Vevoor, Manor Road,

Palghar (E), Dist- Palghar - 401 404.

Contact:- **9769 401 269**

e-mail:- namdevp@sjcet.co.in

web:- www.sjcet.co.in

--

Warm Regards...

Prof. Raees Ahmad
Training and Placement Officer,
Theem College of Engineering, Boisar.
E-mail: tpo@theemcoe.org
Contact: 9373884733 / 02525284909
Website: www.theemcoe.org

From : Rahul Jana <rahul.jana@raweng.com>
Subject : Re: Students confirmation for final round of interivew
To : Namdev Patil <namdevp@sjcet.co.in>

Thu, May 02, 2019 04:24 PM
 1 attachment

○ Hi Sir,

Thanks for the information.

Regards
 Rahu

On Thu, May 2, 2019 at 4:13 PM Namdev Patil <namdevp@sjcet.co.in> wrote:

Respected Sir

Please find the list of students those will be attending the interview on 3rd May 2019

=====

Thanks & Regards,

○ **Namdev S. Patil**
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
 Vill-Vevoor, Manor Road,
 Palghar (E), Dist- Palghar - 401 404.
 Contact:- **9769 401 269**
 e-mail:- namdevp@sjcet.co.in
 web:- www.sjcet.co.in



--
 Regards,

Rahul Jana | Talent Acquisition Manager
 Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

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From : Namdev Patil <namdevp@sjcet.co.in>
Subject : Students confirmation for final round of interivew
To : Rahul Jana <rahul.jana@raweng.com>

Thu, May 02, 2019 04:13 PM
 2 attachments

Respected Sir

Please find the list of students those will be attending the interview on 3rd May 2019

=====

Thanks & Regards,

Namdev S. Patil
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
 Vill-Vevoor, Manor Road,
 Palghar (E), Dist- Palghar - 401 404.
 Contact:- **9769 401 269**
 e-mail:- namdevp@sjcet.co.in
 web:- www.sjcet.co.in



— **ST John Candidate List - Sheet1.pdf**
 24 KB

From : Namdev Patil <namdevp@sjcet.co.in>
Subject : Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

Thu, May 02, 2019 04:07 PM
 1 attachment

To : 007pranavjoshi@gmail.com, aalekhpradeep@gmail.com, aayush soni78 <aayush.soni78@gmail.com>, abhishek madankar1996 <abhishek.madankar1996@gmail.com>, abhishekjaiswal1997@gmail.com, abid86698@gmail.com, aditeepatil24@gmail.com, adityatadadikar06@gmail.com, adwait97@gmail.com, adwaitsharma4597@gmail.com, aishwaryapbhoir@gmail.com, ajaypal9173@gmail.com, akhanore@gmail.com, akhilkarkera@gmail.com, akshayshetye58@gmail.com, akshaywalkar007@gmail.com, amark66999@gmail.com, aniket vk <aniket_vk@rediffmail.com>, ankitpt1018@gmail.com, antonydevassy789@gmail.com, arisamanta007@gmail.com, Ashshetty7492@gmail.com, ateeqnsr8@gmail.com, avijeet jha41 <avijeet.jha41@gmail.com>, awasthianand97@gmail.com,

bhaktipatil1247@gmail.com,
bhavneshchaudhari1996@gmail.com, candicem1810@gmail.com,
chaitanyapatil189@gmail.com, chhabrak17@gmail.com,
chinmaymarade98@gmail.com, chiragthedude mali28
<chiragthedude.mali28@gmail.com>, chirajnaik@gmail.com,
choudharydevika4@gmail.com, coolguyashish96@gmail.com,
CRISTO F19 <CRISTO_F19@YAHOO.IN>,
darshalimore09@gmail.com, dharmitdhawk1998@gmail.com,
dhawalsmail@gmail.com, dishavkudu123@gmail.com,
dubeygaurav897@gmail.com, francissofia2@gmail.com,
gangeymishra0@gmail.com, gavkarabhijeet@gmail.com,
gharatshreya16@gmail.com, gharatyogada@gmail.com,
giridharrahul20@gmail.com, gurudattat1@gmail.com, harsha
gandhi1996 <harsha.gandhi1996@gmail.com>,
harshalmhatre100 hm <harshalmhatre100.hm@gmail.com>,
hiteshkumar 665 <hiteshkumar.665@rediffmail.com>,
hiteshmali578@gmail.com, hrishikeshjoshi1998@gmail.com,
imbhatgaonkar@gmail.com, jadhavadi25@gmail.com,
jadhavhardik8@gmail.com, jaiswalatul14@gmail.com, jatin
bari8989 <jatin.bari8989@gmail.com>, kinimonali@gmail.com,
kritika02dkbsk@gmail.com, krutisawale4004@gmail.com,
krutithakuar16@gmail.com, kunalsharmma66@gmail.com,
lisa9dec@yahoo.co.in, m nidzzie <m.nidzzie@gmail.com>,
malvir1@yahoo.in, mamtasangale11@gmail.com,
manishshinde1921@gmail.com, mansisuhasraut13@gmail.com,
mavanisaifali@gmail.com, mayurikini1997@gmail.com,
mohanty dipak642@gmail.com, msurti47@gmail.com,
naikrohan73@gmail.com, nainisha23patil@gmail.com,
nambiarabhishek2@gmail.com, nijapraj@gmail.com,
nikhilshetty268@gmail.com, nikipatil6018@gmail.com,
nimrodsingh@gmail.com, niraj7772@gmail.com,
niteshsakpal64@gmail.com, pandeyravi735@gmail.com,
pangamvinayak96@gmail.com, pareshdhopat12@gmail.com,
patildarshan82@gmail.com, patilshaili7474@gmail.com,
patilujwal1997@gmail.com, pooja v bansal712
<pooja.v.bansal712@gmail.com>, poojabankoti97@gmail.com,
poojaupade97@gmail.com, pranavraut55@gmail.com,
pranit1617@gmail.com, pranita13raut@gmail.com,
pranjlichavan2209@gmail.com, pratiktandel8080@gmail.com,
pravinpathak4231@gmail.com, pzalavadia70@gmail.com, rahul
153284rajpurohit <rahul.153284rajpurohit@gmail.com>,
rahulrohan786@gmail.com, ranemihirk@gmail.com, rawat
gaurav57 <rawat.gaurav57@yahoo.com>,
ronaksahni7@gmail.com, ruchitatomore@gmail.com,
rupaleemore4@gmail.com, sachin270396@gmail.com,
salvinitin21@gmail.com, sandra picardo
<sandra.picardo@gmail.com>, sarveshparab60@gmail.com,
satya9911@gmail.com, saurabhmane1997@gmail.com,
sb902818@gmail.com, sdhwani806@gmail.com,
shindesnehal214@gmail.com, shivamtiwari963@gmail.com,
shivangs1297@gmail.com, shivanikk1990@gmail.com,
shraddhasingh25091998@gmail.com, shreyashpatil25 sp
<shreyashpatil25.sp@gmail.com>,
siddheshvartak98@gmail.com, singhshanu2730@gmail.com,
sinhaayushi263@gmail.com, sneha97thykoodan@gmail.com,
songarwala@gmail.com, ssingh ss272
<ssingh.ss272@gmail.com>, suchikk1961@gmail.com, suma97 v
<suma97.v@gmail.com>, swamishubham19997@gmail.com,
thakurdivyata@gmail.com, tonsonthomas07@gmail.com,
umkhan89@gmail.com, uzkhan786 uk
<uzkhan786.uk@gmail.com>, vidhi roy13

<vidhi.roy13@gmail.com>, vidhishah101998@gmail.com,
 vinitaparlekar@gmail.com, vinitkotian@ymail.com,
 virenrandive49@gmail.com, vruttipatel25@gmail.com,
 aashish99993 as <aashish99993.as@gmail.com>,
 akashsolkar123456@gmail.com, akshaymudaliyar2@gmail.com,
 ankitpimple1@gmail.com, aratibhoir70@gmail.com,
 arjunchaur13@gmail.com, arunshivanaik@gmail.com,
 ashbokde1996@gmail.com, ask4sayali@gmail.com,
 bashitalishaikh@gmail.com, chaudharitushar468@gmail.com,
 chinmayp333@gmail.com, dcostaclayde@gmail.com,
 dikshat703@gmail.com, durgeshsharma6997@gmail.com,
 dushiyantdadhich1995@gmail.com, gawadvighnesh@gmail.com,
 ghadgerushil1@gmail.com, hirdeyanageshwarsingh@gmail.com,
 hrocks2008@gmail.com, indrajeetjaiswal0@gmail.com,
 irfans2048@gmail.com, jjjaya449@gmail.com,
 karanpardeshi1795@gmail.com, mandgare81@gmail.com,
 mhasalkargauri@gmail.com, monikawagh0109@gmail.com,
 nishad bathia <nishad_bathia@yahoo.com>,
 ntschchanudhari@gmail.com, patilashish123 ab
 <patilashish123.ab@gmail.com>, patiljyoti958@gmail.com,
 patilprachita5@gmail.com, patilsushant123 sp12
 <patilsushant123.sp12@gmail.com>,
 pranaliadhav0077@gmail.com, prasadmhtre08@gmail.com,
 pratik12vanjare@gmail.com, praveshpandey6894@gmail.com,
 rihasingh rt <rihasingh.rt@gmail.com>, rs999728@gmail.com,
 shahgitesh28@gmail.com, shaikhsabiya810@gmail.com,
 shivanikini96@gmail.com, shritej cool2
 <shritej.cool2@gmail.com>, shubham kini20
 <shubham.kini20@gmail.com>, shubhamneve2015@gmail.com,
 shubhamsingh31197@gmail.com, sneha2bhagade@gmail.com,
 tshivam880@gmail.com, vazetanay tv
 <vazetanay.tv@gmail.com>, vishal283826@gmail.com,
 vivekbvhandari4@gmail.com, vivekgurav1995@gmail.com, yash
 save235 <yash.save235@gmail.com>, adadubey7@gmail.com,
 adityasnair@gmail.com, akashpbarot@gmail.com,
 amoghkini@gmail.com, ankitgour1234@gmail.com,
 bkhane47@gmail.com, dharmik konar
 <dharmik.konar@gmail.com>, dipmalakamdi02@gmail.com,
 dishitapatil1@gmail.com, gaonkar24ankush@gmail.com,
 hardypise hp <hardypise.hp@gmail.com>,
 hemalmane@gmail.com, jateenvedak@gmail.com, jimmy lpf
 <jimmy.lpf@gmail.com>, karthik sudhakaran
 <karthik.sudhakaran@gmail.com>,
 malvinalopes18111995@gmail.com, mandar gharat 90
 <mandar.gharat.90@gmail.com>, manisharajput22@gmail.com,
 mayurikhokrale22@gmail.com, namitkadge123@gmail.com,
 namugharat83@gmail.com, nrupali1997@gmail.com,
 pachanganemayu@gmail.com, parag chokshi
 <parag.chokshi@lge.com>, patelaparna1@gmail.com,
 pranaypatil320@gmail.com, prasadgharat181@gmail.com,
 pravinkamble704@gmail.com, preetchaudhari78@gmail.com,
 purva patil97 <purva.patil97@gmail.com>,
 rajatmistry123@gmail.com, rajvartak97@gmail.com, raut prapti3
 <raut.prapti3@gmail.com>, rekhaharati786@gmail.com,
 rishibhosale3@gmail.com, ritikatarajain@gmail.com,
 rushipawar11@gmail.com, sagaryc111@gmail.com,
 sharmaashima2510@gmail.com, shubhamp201@gmail.com,
 siddhantgujarathi24@gmail.com, smitalcbari6@gmail.com, somil
 koul <somil.koul@ymail.com>, sonar mayuresh260197
 <sonar.mayuresh260197@gmail.com>,
 srushtiraut97@gmail.com, sushmiiyer2016@gmail.com,

vasantmestry11@gmail.com, vikrantp758@gmail.com,
vrushshirodkar2327@gmail.com, yashshetty381@gmail.com

Cc : Chetan Patil <chetanp@sjcet.co.in>, Ajay Sirsat
<ajays@sjcet.co.in>, Odilia Gonsalves <odiliag@sjhct.in>,
Sundar Kharvi <sundark@sjcet.co.in>, Anita Chaudhari
<anitac@sjcet.co.in>, AhmerUsmani <ahmeru@sjcet.co.in>

Dear All,

Please find the list of shortlisted students by Raw Engineering . Their final round of interview schedule on 3rd May 2019 at below mentioned address

Raw Engineering Inc

Chandansar Rd, Chandansar, Virar, Maharashtra 401303

Reporting Time

9.30am



Kindly inform everyone to attend the interview

=====

Thanks & Regards,

Namdev S. Patil

Corporate Relations, Training & Placement Officer

St. John College of Engineering & Management

Vill-Vevoor, Manor Road,

Palghar (E), Dist- Palghar - 401 404.

Contact:- **9769 401 269**

e-mail:- namdevp@sjcet.co.in

web:- www.sjcet.co.in



— **ST John Candidate List - Sheet1.pdf**

24 KB

From : Namdev Patil <namdevp@sjcet.co.in>

Thu, May 02, 2019 04:04 PM

Subject : Regarding Campus Placement Drive - Raw Engineering India Pvt
Ltd & ContentStack India Pvt Ltd....!

1 attachment

To : tpo <tpo@theemcoe.org>, venkatesh
<venkatesh.r@universal.edu.in>

Dear All,

Raw Engineering final round of interview schedule on 3rd May 2019 at below mentioned address

Raw Engineering Inc

Chandansar Rd, Chandansar, Virar, Maharashtra 401303

Reporting Time

• 9.30am

=====
=====

Thanks & Regards,

Namdev S. Patil
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
Vill-Vevoor, Manor Road,
Palghar (E), Dist- Palghar - 401 404.
Contact:- **9769 401 269**
e-mail:- namdevp@sjcet.co.in
web:- www.sjcet.co.in

📎 **ST John Candidate List - Sheet1.pdf**
24 KB

From : Namdev Patil <namdevp@sjcet.co.in> Thu, Apr 25, 2019 10:09 AM
Subject : Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....! 1 attachment
To : Odilia Gonsalves <odiliag@sjhct.in>, Smita Chaudhari <smitac@sjhct.in>
Cc : AjitkumarBs <bsajitkumar@sjchs.in>

Dear All,

Kindly Check with the shortlisted students if they can be available on 2nd & 3rd may 2019 for the next round of interview at Company location

=====
=====

Thanks & Regards,

Namdev S. Patil
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
Vill-Vevoor, Manor Road,
Palghar (E), Dist- Palghar - 401 404.
Contact:- **9769 401 269**
e-mail:- namdevp@sjcet.co.in
web:- www.sjcet.co.in

From: "Rahul Jana" <rahul.jana@raweng.com>
To: "Namdev Patil" <namdevp@sjcet.co.in>
Cc: "HR" <hrindia@raweng.com>, "HR India" <hrindia@contentstack.com>
Sent: Wednesday, April 24, 2019 6:38:36 PM
Subject: Re: Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

Hi Sir,

Greetings of the day...!!

Please find the attached copy the candidate who have cleared their aptitude test, please ensure all the candidate can attend second round of interview in our premises on 2nd & 3rd May.
Note - Please ensure bifurcate the candidates who are attending interview on respective date.

Awaiting for your positive response on the same

Regards
Rahul

➔ **ST John Candidate List - Sheet1.pdf**
24 KB



From : Namdev Patil <namdevp@sjcet.co.in> Thu, Apr 25, 2019 10:06 AM
Subject : Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....! 1 attachment

To : Gyanappa Walikar <gyanappaw@sjcet.co.in>, Anita Chaudhari <anitac@sjcet.co.in>, Tina DABREO <tinad@sjcet.co.in>, Chetan Patil <chetanp@sjcet.co.in>, Ajay Sirsat <ajays@sjcet.co.in>, Deepak <deepaka@sjcet.co.in>, Brinzel Rodrigues <brinzelr@sjcet.co.in>, AhmerUsmani <ahmeru@sjcet.co.in>, kiran Bhandari <kiranbh@sjcet.co.in>, Sundar Kharvi <sundark@sjcet.co.in>

Dear All,

Kindly Check with the shortlisted students if they can be available on 2nd & 3rd may 2019 for the next round of interview at Company location



=====
=====

Thanks & Regards,

Namdev S. Patil
Corporate Relations, Training & Placement Officer
St. John College of Engineering & Management
Vill-Veevor, Manor Road,
Palghar (E), Dist- Palghar - 401 404.
Contact:- **9769 401 269**
e-mail:- namdevp@sjcet.co.in
web:- www.sjcet.co.in

From: "Rahul Jana" <rahul.jana@raweng.com>
To: "Namdev Patil" <namdevp@sjcet.co.in>
Cc: "HR" <hrindia@raweng.com>, "HR India" <hrindia@contentstack.com>
Sent: Wednesday, April 24, 2019 6:38:36 PM
Subject: Re: Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!

Hi Sir,

Greetings of the day...!!

Please find the attached copy the candidate who have cleared their aptitude test, please ensure all the candidate can attend second round of interview in our premises on 2nd & 3rd May.
Note - Please ensure bifurcate the candidates who are attending interview on respective date.

Awaiting for your positive response on the same

Regards
Rahul

ST John Candidate List - Sheet1.pdf
24 KB

From : Rahul Jana <rahul.jana@raweng.com>
Subject : Re: Regarding Campus Placement Drive - Raw Engineering India Pvt Ltd & ContentStack India Pvt Ltd....!
To : namdevp@sjcet.co.in
Cc : HR <hrindia@raweng.com>, HR India <hrindia@contentstack.com>

Wed, Apr 24, 2019 06:38 PM

1 attachment

Hi Sir,

Greetings of the day...!!

Please find the attached copy the candidate who have cleared their aptitude test, please ensure all the candidate can attend second round of interview in our premises on 2nd & 3rd May.

Note - Please ensure bifurcate the candidates who are attending interview on respective date.

Awaiting for your positive response on the same

Regards
Rahul

On Thu, Mar 28, 2019 at 1:43 PM Rahul Jana <rahul.jana@raweng.com> wrote:

Dear Mr. Namdev,

As per our discussion we are planning a drive on **Wednesday i.e 3rd of April** so kindly make arrangement's accordingly. Meanwhile i have attached **Job Description** for reference.

Please help us with feasible timing so that we will be their at premises at given time.

--

Regards,

Rahul Jana | Talent Acquisition Manager
Raw Engineering | Contentstack
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

Get the blueprint for scalable enterprise mobile apps. [Download the case study](#)

On Fri, Mar 22, 2019 at 6:11 PM Rahul Jana <rahul.jana@raweng.com> wrote:
Dear Mr. Namdev,

Greetings from RAW ENGINEERING INDIA PVT LTD & CONTENTSTACK INDIA PVT LTD.....!!!

It was pleasure to have you over here and have brief description on Campus Placement Drive. We are glad to receive your invitation for the campus drive in your institution for 2018 -19 batch students. In line with our recent discussion it will be great help if you can share the **student database** as well as sample **job description** with us for further process.

We have planned to hire **"30-40 candidates"** for the role from your Institution and your earliest response shall be highly appreciated.

If you have any questions you can reach the undersigned contact person.

We look forward to hire great talents and a long term association in future.

--

Regards,

Rahul Jana | Talent Acquisition Manager

Raw Engineering | Contentstack

www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

Get the blueprint for scalable enterprise mobile apps. [Download the case study](#)

--

Regards,

Rahul Jana | Talent Acquisition Manager

Raw Engineering | Contentstack

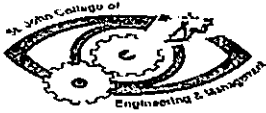
www.raweng.com | www.contentstack.com

| Powering the Digital Enterprise | 8806010626 | rahul.jana

Get the blueprint for scalable enterprise mobile apps. [Download the case study](#)

ST John Candidate List - Sheet1.pdf

24 KB



Aditi Raut <aditir@sjcem.edu.in>

Fwd: SmartStream Technologies || Offer and Joining Formalities

2 messages

Gangey Mishra <gangeymishra1@gmail.com>
To: aditir@sjcem.edu.in

20 March 2021 at 11:45

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

From: Neha Singh <Neha.Singh@smartstream-stp.com>
Date: Mon, Feb 17, 2020, 12:59 PM
Subject: SmartStream Technologies || Offer and Joining Formalities
To: Gangey Mishra <gangeymishra1@gmail.com>
Cc: Sunil Tulapurkar <Sunil.Tulapurkar@smartstream-stp.com>

Dear Gangey,

We are extremely pleased to make you an offer as a Junior Software Engineer with SmartStream Technologies India Pvt. Ltd. commencing on 24th February,2020 . On joining you will be posted at our office at Mumbai. However your services are liable to be transferred anywhere in India or abroad to the company's every establishment or the establishment that may come into existence in future. A formal letter of appointment will be given on joining.

The offer is subject to:

- Reporting on 24th February,2020 at 11.00 a.m.
- Meeting medical standards prescribed by the company
- Positive reference checks
- Verification of your Educational & Service Certificates

The details of your Salary Structure is as follows:

Salary Components	Monthly (Rs)	Annual (Rs)
Basic	24,844	2,98,128
HRA	15,810	1,89,720
Food Allowance	2,000	24,000

Telephone / Internet Allowance	2,500	30,000
LTA	2,913	34,956
Medicclaim	133	1,600
PF (Company's Contribution)	1,800	21,600
Total	50,000	6,00,000

You will be on Probation for a period of 6 months from joining. During your period of employment, either party can terminate the contract by serving a 60 days prior written notice or pay salary in lieu of notice. The Company reserves the right of payment in lieu of notice.

We are confident that the professional challenge and work environment will be of great attraction and we hope to have a mutually beneficial relationship.

We look forward to having you join us. Please submit the following list of documents (Appendix attached) on the day of joining:

1. Updated Resume.
2. Two passport sized & one identity card sized photographs.
3. All Educational Mark sheets. (Matriculation onwards).
4. All Educational Certificates. (Matriculation onwards).
5. Professional Qualification Certificates.
6. Relieving letter from present employer.
7. Work experience letters.
8. Appointment letters given by your current and past employers.
9. Two photocopies of the last salary slip of your current employer
10. Photocopy of your Passport.
11. Copy of Form 16.
12. Copy of PAN card.

Office Address : SmartStream Technologies India Pvt. Ltd.

Aver Plaza, 2nd Floor, Plot No. B - 13,

New Link Road, Andheri West,

Mumbai 400053. India.

Point Of Contact :Neha Singh, 8291698128

Please do not hesitate to speak to us for any clarifications.

Regards,

Neha K Singh

SmartStream Technologies India Pvt. Ltd.

Aver Plaza, 2nd Floor, Plot No. B - 13, New Link Road, Andheri West, Mumbai 400053. India.

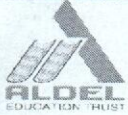
The information in this email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful.

Aditi Raut <aditir@sjcem.edu.in>
To: Gangey Mishra <gangeymishra1@gmail.com>

20 March 2021 at 11:51

Thanks

[Quoted text hidden]

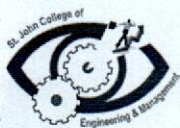


Aldel Education Trust's
St. John College of Engineering and Management, Palghar



Department of Computer Engineering

Higher Studies



Aldel Education Trust's
St. John College of Engineering and Management
Department of Computer Engineering



Academic Year 2018-19

Higher Studies				
Assessment Year 2015-19				
Sr.No	Name of the student	Enrollment Number	Name of the Business/Company	Reg/GST Number
1	Mr. Chirag Naik	EU2152013	Atharva Institute of Management Studies(MBA in Finance)	Receipt No- 3126
2	Ms. Yogda Gharat	EU1152038	University of Waterloo, Canada	20848008
3	Mr. Ankit Patel	EI1152018	Queen MarryLand London	190526328
4	Mr. Chirag Mali	EU1152077	University of Cincinnati	37794
5	Mr. Tiny Thomas	EU1152005	KJ Somaya College of Engineering	1620190010
6	Ms. Aparna Singh	EU1132036	VJTI	182191020

for Daboo

CREPT Coordinator

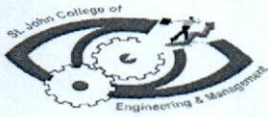
C. S.

HOD

Head

Department of Computer Engineering
SJCEM, Palghar.





Aditi Raut <aditir@sjcem.edu.in>

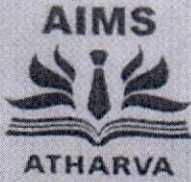
Self declaration regarding further education

Chirag Naik <chirag01naik@gmail.com>

To: aditir@sjcem.edu.in

23 March 2021 at 15:13

I, Chirag Santosh Naik, a passout student of batch 2018-2019 from St John College of Engineering and Management, Having completed my graduation specialising in the field of Computer science. Would like to inform you that, after completing my engineering, I am pursuing MBA in Finance from Atharva Institute of Management Studies, starting from the year 2020 and I am expecting it to be done by the end of May 2022.



ATHARVA EDUCATIONAL TRUST'S
ATHARVA INSTITUTE OF MANAGEMENT STUDIES
Malad-Marve Rd, Charkop Naka, Malad (W), Mumbai - 400 095 INDIA.
Tel.: +91-22-4029 4949

FEE RECEIPT

No. 3126 Date: 20/02/2024
Received from Shri / Smt / Kum. Chirag Sandesh Naik
Course: MMS Year: I
Fees for semester I & II of the academic year 2020 to 2021

Sr.No.	Particulars	Amount in Rupees
1.	Tuition Fee	70,000/-
2.	Development Fee	—
3.	Caution Money (Refundable)	—
4.	Other Fee	—
5.		
Total		70,000/-

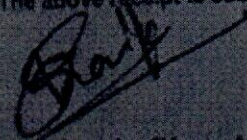
Rupees (in words) Seventy thousand only

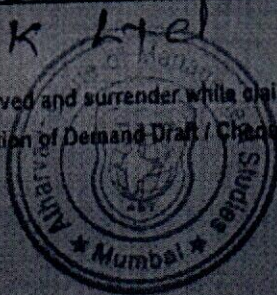
DD / Cheque No. / Cash / U/R No. 014790 Date: 29/01/2024

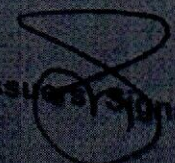
Bank: Bassein Catholic Co-op Bank Ltd Branch: Virar (West)

NOTE :

1. This receipt should be carefully preserved and surrender while claiming Caution Money.
2. The above receipt is subject to realisation of Demand Draft / Cheque.


Receiver's Signature




Issuer's Signature



UNIVERSITY OF
WATERLOO

200 UNIVERSITY AVENUE WEST, WATERLOO, ON, CANADA N2L 3G1
519-888-4567 | uwaterloo.ca

Offer of admission

April 18, 2019

Yogda Gharat
201, Sachinam CHS Ltd.,
Devisha Road, Palghar(West)
Palghar 401404
India

Student ID number: 20848008
Application number: 00810426

Dear Yogda,

Congratulations on your offer of admission to graduate studies at the University of Waterloo! Through your achievements, you have distinguished yourself from a pool of highly accomplished applicants and we are delighted to extend this offer to join the Waterloo community.

We are pleased to offer you admission to the following program:

Program: Management Sciences, MMSc
Term of admission: Fall 2019
Attendance: Full-Time

Term begins: September 1, 2019
Registration ends: September 30, 2019

See [Academic term deadlines](#) for important dates.

Please complete the admission conditions listed below by the due date(s) listed on your [Quest](#) account. This offer of admission may be withdrawn if the admission conditions are not met.

Arrange for the required documentation to be sent to:
Graduate Studies and Postdoctoral Affairs
University of Waterloo, Needles Hall 2201
200 University Avenue West
Waterloo, Ontario Canada N2L 3G1

- Arrange for the following items to be sent directly from your institution to Graduate Studies and Postdoctoral Affairs, Needles Hall in a sealed (closed) envelope: official transcript and copy of the final or provisional degree certificate attested and verified by the awarding institution (e.g. by the Controller of Examinations or the Registrar). If the original documents are not in English, an English translation, certified, attested, signed and stamped by your institution, must be provided with your official documents. The official documents must show all courses and grades, and the awarding of your Bachelor's degree. You must ensure that you have met the minimum overall academic standing. Do not provide your original documents.

Yogda Gharat [1]

- Program requirement: Complete EMLS 602R Scholarly Writing in English credit course. This course is offered by Renison University College, English Language Studies. There is no extra tuition fee for this course. See Department program information below for specific details.

You must submit a valid Study Permit to complete your enrollment. You will receive an email informing you when a link in Quest is open for the uploading of your Study Permit.

The Department of Management Sciences has prepared detailed information for you, which immediately follows this letter. These details include information that pertains to your program, financial support, how to accept or decline your offer and who to contact should you have any questions.

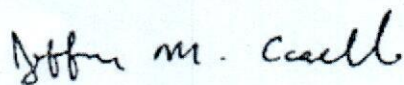
To facilitate your transition to Waterloo, and to make the most of your graduate experience, please visit the [Graduate Studies website for new students](#). This website contains valuable information on estimated [study and living costs](#) for which all graduate students are responsible, course enrolment instructions, housing options, orientation, tuition fee arrangement procedures, and regulatory details of the Graduate Studies Academic Calendar.

The general information and regulations section of the [Graduate Studies Academic Calendar](#) contains information about academic integrity, guidelines on graduate student support, and protection of privacy, including the University requirement to report student-level enrolment-related data to the Ministry of Advanced Education and Skills Development (MAESD).

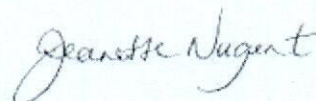
The University of Waterloo is a world-renowned institution where innovation, research and inspiration meet to achieve extraordinary success in world-changing research and education. The excellence of our institution depends on the people assembled here, most importantly our students.

We foster an entrepreneurial environment that drives innovation, both in research and application - ideas generated at Waterloo belong to the creator, as per our [Intellectual property \(IP\) rights policy](#).

We believe that you can make an important contribution during your years at Waterloo and beyond. Welcome to graduate studies at the University of Waterloo!



Jeffrey M. Casello
Associate Vice-President
[Graduate Studies and Postdoctoral Affairs](#)



Jeanette Nugent
Associate Director, Admissions
[Graduate Studies and Postdoctoral Affairs](#)
519-888-4567 ext. 35209

Department of Management Sciences program information

Yogda Gharat

Congratulations and welcome! We look forward to you joining our program.

We are pleased to offer you admission to Master of Management Science program. Master of Management Science is a professional graduate program, wherein students will be responsible for funding their participation in the program.

You are encouraged to apply for internal and external awards for which you may be eligible. A comprehensive list of all scholarships, awards and bursaries administered by the University of Waterloo can be found on the Graduate Studies and Postdoctoral Affairs Awards and funding website (<https://uwaterloo.ca/graduate-studies/awardsandfunding>).

You have been offered admission to the Master of Management Sciences (MMSc) graduate degree program. In this program, students must successfully complete eight (8) courses to meet MMSc degree requirements; these comprise four (4) core courses, plus four (4) elective courses. A full list of required courses can be found at:

<http://uwaterloo.ca/management-sciences/graduate-studies/graduate-degree-programs-requirements>

In addition to the regular degree requirements of your program, you are required to register for, and successfully complete, EMLS 602R Writing English for Professional Purposes by the end of your Fall term. You will need to register for the EMLS course as soon as course registration opens for your admission term. Information can be found online:

<https://uwaterloo.ca/culture-and-language-studies/english-language-studies/graduate-credit-courses>.

Waterloo attracts the best students for graduate studies and we are pleased that you are among these students. After you have carefully reviewed the offer of admission, please go online to Quest: <https://uwaterloo.ca/quest/> to accept (or decline) within three (3) weeks of the date of this offer.

Should you have any questions or concerns, please feel free to contact Kimberly Dunne the Department of Management Sciences Graduate Studies Administrator- MMSc Programs at kdunne@uwaterloo.ca.

By pursuing this degree, you are joining an impressive network of students, alumni and faculty members. We look forward to you joining our graduate program.

Sincerely,
The Department of Management Sciences

Letter of Acceptance

Initiate the process of applying for your Canadian study permit (and work permit if applicable) by including the enclosed Offer of Admission and Letter of Acceptance in your application through the Canadian visa office serving your home country or country where you have been legally admitted. For more information, refer to Immigration, Refugees and Citizenship Canada <https://www.canada.ca/en/immigration-refugees-citizenship.html>

PERSONAL INFORMATION DATE ISSUED: April 18, 2019

Family name: Gharat	Given name: Yogda Deepak
Date of birth: June 20, 1997	Student ID number: 20848008
Student's full mailing address: 201, Sachinam CHS Ltd., Devesha Road, Palghar(West), Palghar 401404 India	

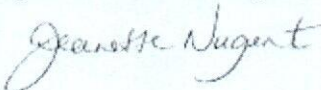
INSTITUTIONAL INFORMATION

Full name of institution: University of Waterloo	Designated learning institution number: O19305471522
Address of institution: Graduate Studies and Postdoctoral Affairs (GSPA) 200 University Avenue West Waterloo, Ontario N2L 3G1 Canada	Type of School/Institution: Public
	Telephone number: 519-888-4567 ext. 35209 Fax number: 519-746-3051
	Website: https://uwaterloo.ca/gspa Email address: gradadmissions@uwaterloo.ca
Name of contact: Jeanette Nugent Position: Associate Director, Admissions Telephone number: 519-888-4567 ext. 43933	Name of alternate contact: Julie MacMillan Position: Manager, Graduate Admissions Telephone number: 519-888-4567 ext. 46346

PROGRAM INFORMATION

Academic status: Full-Time Hours of instruction per week: N/A	Field/Program of study: Management Sciences, MMSc
Level of study: Master's	Type of training program: N/A
Exchange program: No	Estimated tuition for the first year: / Prepaid: No Tuition fees vary by program. See Finance website: https://uwaterloo.ca/finance/student-financial-services
Scholarship/Teaching assistantship/Other fin. aid: Year 1 Offer: \$0.00	Internship/Work practicum (if blank, then = NO):
Conditions of acceptance: See the attached Offer of Admission and Department program information.	
Length of program: 12 - 24 months See attached Department program information	Term of admission: Fall 2019
Program start date: September 1, 2019	Expiration of letter of acceptance: September 30, 2019
Other relevant information: University of Waterloo students are responsible for their tuition and living costs. Please see: https://uwaterloo.ca/discover-graduate-studies/why-waterloo/study-and-living-costs .	

INSTITUTION REPRESENTATIVE

Name of institution representative: Jeanette Nugent Associate Director, Admissions	Signature of institution representative: 
--	---



Offer of admission

April 18, 2019

Yogda Gharat
201, Sachinam CHS Ltd.,
Devisha Road, Palghar(West)
Palghar 401404
India

Student ID number: 20848008
Application number: 00810426

Dear Yogda,

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We are pleased to offer you admission to the following program:

Program: Management Sciences, MMSc
Term of admission: Fall 2019
Attendance: Full-Time

Term begins: September 1, 2019
Registration ends: September 30, 2019

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University of Waterloo, Needles Hall 2201
200 University Avenue West
Waterloo, Ontario Canada N2L 3G1

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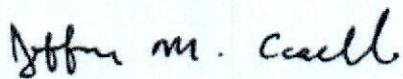
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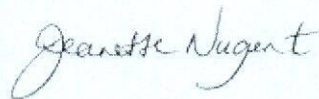
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We believe that you can make an important contribution during your years at Waterloo and beyond. Welcome to graduate studies at the University of Waterloo!



Jeffrey M. Casello
Associate Vice-President
[Graduate Studies and Postdoctoral Affairs](#)



Jeanette Nugent
Associate Director, Admissions
[Graduate Studies and Postdoctoral Affairs](#)
519-888-4567 ext. 35209

Department of Management Sciences program information

Yogda Gharat

Congratulations and welcome! We look forward to you joining our program.

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<https://uwaterloo.ca/culture-and-language-studies/english-language-studies/graduate-credit-courses>.

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Should you have any questions or concerns, please feel free to contact Kimberly Dunne the Department of Management Sciences Graduate Studies Administrator- MMSc Programs at kdunne@uwaterloo.ca.

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Sincerely,
The Department of Management Sciences

Letter of Acceptance

Initiate the process of applying for your Canadian study permit (and work permit if applicable) by including the enclosed Offer of Admission and Letter of Acceptance in your application through the Canadian visa office serving your home country or country where you have been legally admitted. For more information, refer to Immigration, Refugees and Citizenship Canada <https://www.canada.ca/en/immigration-refugees-citizenship.html>

PERSONAL INFORMATION

DATE ISSUED: April 18, 2019

Family name: Gharat	Given name: Yogda Deepak
Date of birth: June 20, 1997	Student ID number: 20848008
Student's full mailing address: 201, Sachinam CHS Ltd., Devisha Road, Palghar(West), Palghar 401404 India	

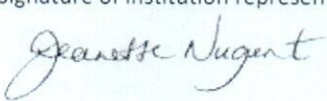
INSTITUTIONAL INFORMATION

Full name of institution: University of Waterloo	Designated learning institution number: O19305471522
Address of institution: Graduate Studies and Postdoctoral Affairs (GSPA) 200 University Avenue West Waterloo, Ontario N2L 3G1 Canada	Type of School/Institution: Public
	Telephone number: 519-888-4567 ext. 35209 Fax number: 519-746-3051
	Website: https://uwaterloo.ca/gspa Email address: gradadmissions@uwaterloo.ca
Name of contact: Jeanette Nugent Position: Associate Director, Admissions Telephone number: 519-888-4567 ext. 43933	Name of alternate contact: Julie MacMillan Position: Manager, Graduate Admissions Telephone number: 519-888-4567 ext. 46346

PROGRAM INFORMATION

Academic status: Full-Time Hours of instruction per week: N/A	Field/Program of study: Management Sciences, MMSc
Level of study: Master's	Type of training program: N/A
Exchange program: No	Estimated tuition for the first year: / Prepaid: No Tuition fees vary by program. See Finance website: https://uwaterloo.ca/finance/student-financial-services
Scholarship/Teaching assistantship/Other fin. aid: Year 1 Offer: \$0.00	Internship/Work practicum (if blank, then = NO):
Conditions of acceptance: See the attached Offer of Admission and Department program information.	
Length of program: 12 - 24 months See attached Department program information	Term of admission: Fall 2019
Program start date: September 1, 2019	Expiration of letter of acceptance: September 30, 2019
Other relevant information: University of Waterloo students are responsible for their tuition and living costs. Please see: https://uwaterloo.ca/discover-graduate-studies/why-waterloo/study-and-living-costs .	

INSTITUTION REPRESENTATIVE

Name of institution representative: Jeanette Nugent Associate Director, Admissions	Signature of institution representative: 
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IDP EDU 3RD FLOOR STANFORD
ABOVE MAHINDRA SHOWROOM
ANDHERI
MAHARASHTRA
INDIA

25 July 2019

Your Application Information

Name:	Ankit Patel
Date of Birth:	18/Oct/1997
Application Reference:	190526328
Course Application:	MSc FT Computer Science with Industrial Experience
Course Code:	PFQM-H6L2-09
Expected Start:	16/Sep/2019
Expected End:	16/Sep/2021
Sponsor Licence Number (SLN):	11W8K9Y63
University Fees (Year 1):	£21,250
Admissions Contact:	EECSpgadm@qmul.ac.uk

Dear Mr Patel,

Further to receipt of your results we are very pleased to inform you that you now have an unconditional offer of a place on the above degree programme.

Your offer of admission to Queen Mary University of London is subject to our terms and conditions. With your acceptance of this offer, you are also agreeing to abide by these terms and conditions and we therefore request that you read and familiarise yourself with these:


<https://www.qmul.ac.uk/prospective/termsandconditions/>

The terms and conditions include important information about the programme, our admissions policy, university fees and fee regulations, fee status, and your right to cancel. Please note that the university fees, fee regulations, and general terms and conditions that apply are for the academic year that you enter the course and not the year of your application. University fees may increase in future years.

If you require a visa to study in the UK, your enrolment is subject to meeting UK Visas & Immigration requirements including those relating to deposits, university fees and living expenses. Please see the guidance on our website for more information: <https://www.welfare.qmul.ac.uk/international/immigration/>

We look forward to welcoming you to Queen Mary University of London.

Yours sincerely


Joanne Tallentire
Head of Admissions
Queen Mary University of London
Mile End Road, London, E1 4NS
www.qmul.ac.uk

IDP EDU 3RD FLOOR STANFORD
ABOVE MAHINDRA SHOWROOM
ANDHERI
MAHARASHTRA
INDIA

25 July 2019

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We look forward to welcoming you to Queen Mary University of London.

Yours sincerely


Joanne Tallentire
Head of Admissions
Queen Mary University of London
Mile End Road, London, E1 4NS
www.qmul.ac.uk

Chirag Mali
Type C 15/1 T.A.P.S 1&2 Colony Boisar
Boisar, Maharashtra India 401504
Application ID#: 37794

3/18/2019

Dear Mr. Mali:

The Graduate Studies Office (GSO) in the College of Engineering and Applied Science (CEAS) at the University of Cincinnati is pleased to offer you admission to the **Masters of Engineering (MEng) program in Computer Science**. While we were not able to offer you admission to your first-choice degree, your credentials are very good and we wanted to offer you admission into the MEng program. This offer is for full-time study beginning with the 2019-2020 academic year. This program is a non-thesis program designed to be completed in one academic year. Additional program information about the **MEng** degree is attached.

Based on your excellent academic performance and application materials, we are pleased to offer you the **University Graduate Scholarship (UGS)** in the amount of \$10,640.00 for the 2019-2020 academic year. To maintain this award, you will be required to enroll as a full-time student throughout the academic year, make satisfactory academic progress, and maintain your academic standing according to all the rules of your program, the College and the University. See other specific conditions on the next page. Also, see Table 1 "UGS Award & Student Cost Details" on the next page for itemization of awards and costs.

Important Program Dates:

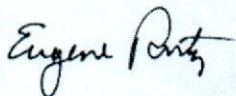
- a) College of Engineering and Applied Science Orientation - TBA (attendance mandatory)
- b) Fall Semester begins August 26, 2019
- c) You must register and pay any outstanding balance by August 21, 2019

Please indicate your acceptance of this admission offer within 15 days of the date of this letter in order to reserve a spot in your preferred research track. Each track has a limited number of seats which will be allocated on a first-come first-served basis to the students accepting this offer. Per a resolution by the Council of Graduate Schools, you are not required to respond to the attached offer of financial support until April 15, 2019 (<http://cgsnet.org/april-15-resolution>)

If you wish to accept this offer, please log into the application site "Check My Status". You must pay a \$100.00 acceptance confirmation fee and complete the "Enrollment Form". Once the confirmation fee is paid you will receive information on how to start your I-20 processing within 5 - 10 working days. Please sign and return all pages of the offer letter by FAX to 513-556-3930 or send a scanned copy by email to: enrgrad@uc.edu.

Case note: The acceptance confirmation fee is non-refundable and you will forfeit the \$100.00 (USD) deposit if you do not attend the University of Cincinnati in the Fall 2019 semester.

Please accept my congratulations. We look forward to your reply and acceptance of our offer into our program. If you have any questions you can contact the Graduate Studies Office at enrgrad@uc.edu.



Eugene Rutz
Graduate Admissions Director

I _____ ACCEPT / DECLINE admission, as stated above, for Fall semester of the 2019-2020 academic year. I have read, agree to, and understand both pages of this offer letter. I understand that the \$100.00 (USD) non-refundable acceptance confirmation fee will be applied towards my first tuition bill.

Student Signature

Date

Table 1. UGS Award & Student Cost Details				
Fall Semester				
UGS Award Amount:	\$5,320.00	Items:	Total Cost:	Student Cost:
		Tuition	\$12,266.00	\$6,946.00
		Program Fee	\$504.00	\$504.00
		International Fee	\$125.00	\$125.00
		General & Campus Life Fee	\$655.00	\$655.00
		ITIE Fee	\$184.00	\$184.00
		Health Insurance	\$1,232.00	\$1,232.00
		Total:	\$14,966.00	\$9,646.00
Spring Semester				
UGS Award Amount:	\$5,320.00	Items:	Total Cost:	Student Cost:
		Tuition	\$12,266.00	\$6,946.00
		Program Fee	\$504.00	\$504.00
		International Fee	\$125.00	\$125.00
		General & Campus Life Fee	\$655.00	\$655.00
		ITIE Fee	\$184.00	\$184.00
		Health Insurance	\$1,232.00	\$1,232.00
		Total:	\$14,966.00	\$9,646.00
Total UGS Award:	\$10,640.00		Total Student Cost:	\$19,292.00

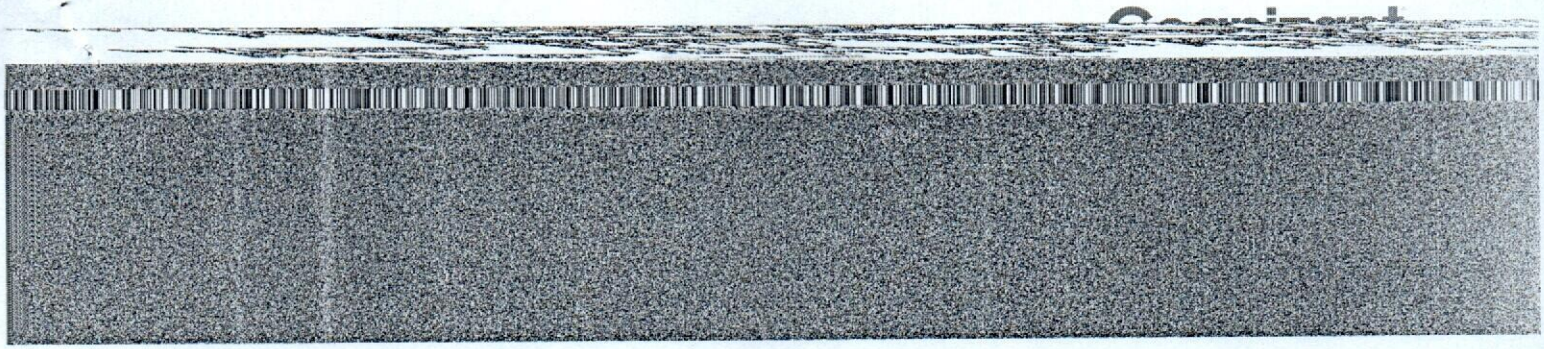
As a recipient of the UGS, you must maintain a minimum 3.0 grade point average (GPA) and take a minimum of 15 graduate credit hours per semester in your program. Part-time students do not qualify for this scholarship award. The program reserves the right to terminate your award for unsatisfactory grades, unsatisfactory research progress or for academic dishonesty. Admission must begin in Fall semester of the 2019-2020 academic year and cannot be deferred. **By accepting the award, changes to a different program will not be permitted.** Your offer letter is based on either in-state or out-of-state rates. A change in your residency status would change the amount of your UGS. You must notify the GSO if you have a residency change.

University Graduate Scholarship is paid toward tuition as described above. All fees are subject to increase. Awards beyond the first year will be based on performance and availability of funds. You are responsible for all living expenses and all other expenses. You may obtain a health insurance waiver if you can show that you already have an equivalent or better health insurance policy. Offer letter is not valid unless signed by a Graduate Admissions Director. All offers are contingent on the receipt of electronic confirmation of GRE and TOEFL scores through ETS and receipt of original Bachelor degree transcript. UC reserves the right to rescind offers due to clerical or other errors made in preparing the offer. You will be notified if an error is found.

Additional scholarship awards may be available to students at the time of enrollment for full time study. Additional funds are not guaranteed. UGS award may be listed as a Graduate Incentive Award or a Graduate Assistant Scholarship. The award is a change in name only.

Student Signature

Date





Somaiya Vidyavihar's
K J Somaiya College of Engineering

(An Autonomous College Affiliated to University of Mumbai)
(Accredited by NAAC with Grade 'A')

FEE RECEIPT 2019 - 20

Receipt No. 1931
Receipt Date 16/08/2019
Name TINY TONSON THOMAS
Roll No. _____
Class ME 1 M.Tech - 1st year
Remark MINORITY-NON SPONSERED-CAP
Form No. MT/195033/1920
Previous Receipt No _____
Branch CMP
COMPUTER

Fee Particulars	Amount(Rs.)
TUITION FEE	138261
DEVELOPMENT FEE	20739
EXAMINATION FEE (SEM 1 & SEM 2)	4000
CAUTION MONEY DEPOSIT	1000
LIBRARY DEPOSIT	500
ASHVAMEDHA FEES	20
E-CHARGES	70
EKAK YOJANA	10
GYMKHANA FEES	400
NSS	10
REGISTRATION FEE	825
STUDENTS WELFARE FUND CONTRIBUTION	50
UNIVERSITY DISASTER RELIEF FUND	10
UNIVERSITY SPORTS & CULTURAL FEE	36
VICE CHANCELLOR FUND	20
YUVA RAKSHA INSURANCE	118
GROUP INSURANCE FEE	234
-----	0

Rupees. ONE LAC SIXTYSIX THOUSAND THREE HUNDRED THREE ONLY. Total 166303

Payment Mode Details

No.	Date	Bank Name/Cash	Branch	Amount(Rs.)
192374	16/08/2019	FEDERAL BANK	DOMBIVILI	166303

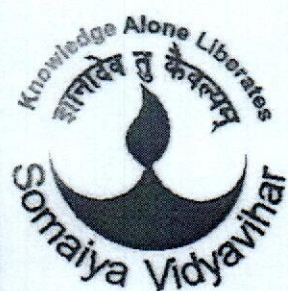
NOTE : 1) Subject to realisation of D.D. / P.O. / NEFT etc.
2) This Receipt should be preserved for record and refund (if any)

[Signature]
Cashier,
Accounts Of

VIDYA



Student



Somaiya
Vidyavihar

K J Somaiya College Of Engineering



Tiny Tonson Thomas

ID No: 1620190010

Tel: 9820887860

Blood Group: B+

Signature

16-17

Comp
MS



VEERMATA JIJABAI TECHNOLOGICAL INSTITUTE

MATUNGA, MUMBAI - 400 019

(Autonomous Institute Affiliated to University of Mumbai)

VJTI

No. **0706**

No. ACD/ 1556 / 2020

Date : 07-10-2020

PROVISIONAL PASSING CERTIFICATE

This is to certify that Mr. / Ms. **SINGH APARNA ARUNPRATAP (182191020)** was admitted to this Institute in **2018** for Programme leading to **Computer Engineering**. He / She has completed all the requirements of the said degree in **July 2020**. He / She is eligible for award of **Master of Technology (M. Tech.) in Computer Engineering (with specialization in Software Engineering)** by the University of Mumbai.

His / Her CPI at the end of 4th Semester is **7.73**



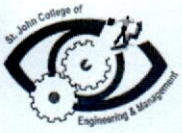


Aldel Education Trust's
St. John College of Engineering and Management, Palghar



Department of Computer Engineering

Entrepreneur



Aldel Education Trust's
St. John College of Engineering and Management
Department of Computer Engineering



Academic Year 2018-19

Entrepreneurship Details				
Assessment Year 2015-19				
Sr.No	Name of the student	Enrollment Number	Name of the Business/Company	Reg/GST Number
1.	Ms. Pooja Upade	EU2152011	Sagar Rubber Polymer	27AAXPU7368J1Z MG

For Daboo

CREPT Coordinator

Ca

HOD

Head

Department of Computer Engineering
SJCEM, Palghar





Aditi Raut <aditir@sjcem.edu.in>

Self declaration of the employment


Jaydas Upade <sagarrubpol@gmail.com>

24 March 2021 at 15:16

To: aditir@sjcem.edu.in

Dear Sir/Madam,

I Pooja Jaydas Upade a passout student of 2018-2019 from St.John College Of Engineering and Management,Having completed my graduation specialising in the field of computer science.Would u like to inform u that, After completing my engineering I joined the family business "Sagar Rubber Polymer" Starting from 2019 and GST NO:27AAXPU7368J1ZG.

 **Registration certificate 1.pdf**
1152K

Main POB Certificate

ORIGINAL / DUPLICATE

No.: MH01 C 815476

FORM 'B'

[See rule 5(1)]

Certificate of Registration

The Central Sales Tax (Registration & Turnover) Rules, 1957

Tax payer Identification Number (TIN) (Central)

27820995396C

SAGAR RUBBER POLYMER

This is to certify that

whose

principal place of business within the State of Maharashtra is situated at
GROUND FLOOR, ASHOK NAGAR, GOREGAON (EAST), WALBHATT
ROAD, City: GREATER MUMBAI (M CORP.), 400063, Taluka: MUMBAI,
District: MUMBAI SUBURBAN, MAHARASHTRA, India.

has been registered as a dealer under section 7(1)/7(2) of the Central Sales Tax Act, 1956.

The business is :
Manufacturer

Wholly

Mainly

Partly

The class(es) of goods specified for the purposes of sub-sections (1) and (3) of section 8 of the said Act is / are as follows and sales of these goods in the course of inter-State trade to the dealer shall be taxable at the rate specified in that sub-section subject to the provisions of sub-section (4) of the said section for resale, use in the manufacture or processing of goods for sale, use in mining, use in the generation or distribution of electricity or any other form of power and use in the packing of goods for sale / resale

PLASTICS, RUBBER

The dealer manufactures, processes or extracts in mining, the following classes of goods or generates or distributes the following form of power, namely :-

The dealer's year for the purposes of accounts runs from _____ day of _____ to the day of _____
31 March 1st April

The dealer has no additional place of business / has additional place(s) of business as stated below :-

(a) in the State of Maharashtra

(b) in other States

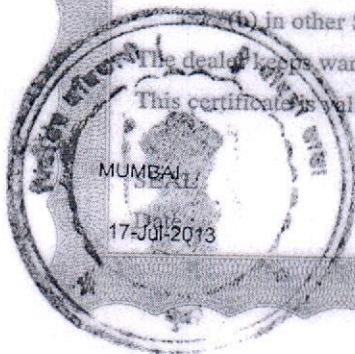
* No Additional places of business *

The dealer keeps warehouses at the following places within the State of Maharashtra.

This certificate is valid from

11-Jul-2013

until cancelled.



R. S. SINDE
R. S. SINDE
Sales Tax Officer (C-107)
Registration Authority, Mumbai-10