

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-2019-20**

St. John College of Engineering and Management, Palghar

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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.Omkar Mangela	Capgemini,Mumbai	300000
2	Thakur Shivani Milind	Capgemini,Mumbai	380000
3	Ms.Snehal Dalvi	Capgemini, Mumbai/Wipro, Mumbai/Cloudfront,Mumbai	380000
4	Mr.Rohan Chaudhari	Cloudefront , Mumbai/Birlasoft, Mumbai	350000
5	Mr.Rajas Saraf	Concentrix, Mumbai	200000
6	Mr.Adhij Vartak	Contentstack Pvt. Ltd.,Virar	186000
7	Kanathapallil Ajin Varghese	Contentstack Pvt. Ltd.,Virar	180000
8	Nancy mary Ninan	EcW,Mumbai	266000
9	Kahar Rohit Indresh	ESoft Technologies Ltd, Mumbai	120000
10	Mr.Chinmay Chorghe	Hudl India, Mumbai	180000
11	Mr.Smit Jethva	IBM India Pvt. Ltd, Pune	425000
12	Pawar Shantanu Dilip	Infosys, Pune	300000
13	Pandit Niharika Mangesh	Infosys, Pune	500000
14	Mr.Manish Sorte	Infosys, Pune	350000
15	Mr.Sandesh Rathod	Infosys, Pune	350000
16	Mungole Sharmika Sunil	Infosys, Pune	350000
17	Singh Ankita kumari Dharmrajprasad	Infosys, Pune/CG, Mumbai/IBM,Pune	350000
18	Gupta Anurag Arunkumar	Larsen & Turbo Infotech, Mumbai	350000
19	Rodrigues Brandon Marcus	Larsen & Turbo Infotech, Mumbai	500000
20	Ms.Nupur Deshmukh	Larsen & Turbo Infotech, Mumbai	350000
21	Mr.Onkar Sardesai	Larsen & Turbo Infotech, Mumbai	350000
22	Ms.Pratiksha Shetty	Larsen & Turbo Infotech, Mumbai	500000
23	Mr.Sarvesh Lokhande	Larsen & Turbo Infotech, Mumbai	350000
24	Tiwari Suraj Jitendra	Larsen & Turbo Infotech, Mumbai/Tata Consultancy Services,Mumbai	350000
25	Mr.Harsh Mendapara	Mastek, Navi Mumbai	350000
26	Mr.Deepak Yadav	Mindcraft, Mumbai	300000
27	Mr.Hardik Patel	Neosoft Technologies, Mumbai	300000
28	Pangam Dipti Suhas	Neosoft Technologies, Mumbai	300000
29	Mr.Rohan Chavan	Nimap Infotech LLP, Mumbai	220000
30	Mr.Govind Tiwari	Oriental group, Mumbai	240000
31	Mr.Mayur Chaudhari	Printania, Palghar	240000
32	Pawar Aakanksha Vivek	Qspider, Mumbai	300000
33	Mr.Rahul Patil	Qspider, Mumbai	300000
34	Ms.Manasvi Kotian	Qspider, Mumbai/Persistent,Pune	451000
35	Hajra Pratim Bikash	Qspider, Mumbai	300000
36	Vartak Aachal Anil	Raw Engineering, Virar	180000
37	Shaikh Altaf Usman	Raw Engineering, Virar	190000
38	Shija Shaji	Rupeeseed Technologies, Mumbai	180000
39	Romy Rajan	Rupeeseed Technologies, Mumbai	180000
40	Mr.Samarth Patil	Rupeeseed Technologies, Mumbai	180000



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

Sr. No.	Name of Students	Name of Company	CTC
41	Mr.Narendra Sek-hawat	Rupeesed Technologies, Mumbai	180000
42	Patne Sonali Sanjay	Rupeesed Technologies, Mumbai	180000
43	Ms.Pranali Sawant	Rupeesed Technologies, Mumbai	180000
44	Digole Suhas Sunil	Sectona, Mumbai	250000
45	Goswami Anurag Aniruddha	St. John college of Engineering and Management, Palghar	300000
46	Prajapati Raju Kanu	Tata Consultancy Services, Mumbai	336000
47	Patil Shreyas Nandkishor	Tata Consultancy Services, Mumbai	336000
48	Patil Shreya Jayesh	Tata Consultancy Services, Mumbai	336000
49	Naik Pooja Manjunath	Tata Consultancy Services, Mumbai	336000
50	Mr.Abhishek Choudhary	Tata Consultancy Services, Mumbai	336000
51	Mahapatra Biswajeet Dibakar	Tata Consultancy Services, Mumbai, Larsen & Turbo Infotech, Mumbai	350000
52	Mr.Saujanya Patil	Techgyo, Mumbai	60000
53	Mr.Aman Jaiswal	Tecknotrove systems pvt ltd, Mumbai	240000
54	Mishra Ankitkumar Sunilkumar	Ugam Solutions, Mumbai	360000
55	Mr.Dhawal Joshi	Vistaar Systems Pvt. Ltd., Mumbai	330000
56	Ms.Janhavi Keny	Whitehat juniour, Mumbai	300000
57	George abraham Spurjan kumar	Wipro, Mumbai	350000
58	Singh Shubham Santosh	ZEUS Learning, Mumbai	500000
59	Ms.Aarti Chand	Zucol Services Pvt. Ltd, Mumbai	288000
60	Gandhi Mitul Atul	zycus infotech, Mumbai	385000

Higher Studies Details

Sr. No.	Name of Students	Name of University	Programme
1	Mr. Kshitij Shetty	Paderbon University, Germany	MS
2	Mr. Shehan Shetty	Paderbon University, Germany	MS
3	Mr. Pranav Gharat	FRESNOSTATE, California	MS
4	Mr. Samiraalam Shah	VIT, Wadala	ME
5	Mr. Shubhankar Vaidya	ST. Clair college, Ontario Cannada	MS
6	Mr. Rahul Kumar	Vidylankar, Wadala	ME
7	Mr. Mihir Kulkarni	University at Buffalo, The State University, New York	MS
8	Mr. Joshi Mamta	U V Patel College of Engineering, Mumbai	ME
9	Mr. Saniket Patil	Boston University, Massachusetts	MS



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



11, Puneet Angan,
S/No. 155/1/3, Aundh,
Pune 411007
director@evaris.in
<http://evaris.in>

Date: 25th October 2020

Appointment Letter

Name: Pranali Samadhan Mahale
Address: Vikramgad, Dist. Palghar,

Dear Ms. Pranali,

With reference to your association with us as an intern and dedication, we are pleased to inform that we are offering you the position with our company effective from 25th October 2020 under the following terms and conditions:

Designation: Junior Software Engineer

Salary and Compensation: You will receive the CTC of Rs. 2,16,000 (Two lakh sixteen thousand) per annum. In the first instance you will be on probation for a period of six months from the date of your joining. After the completion of the probationary period, you will be eligible for leave, as per the company rules.

The company rules about the leave policy and working hours will be shared with you shortly.

Tax deduction and other statutory deductions will be done at the source.

Termination Clause: Termination of services on either side will be considered by a prior notice of 1-month period.

Place of work: Due to pandemic situation you will start working from home. Once the conditions are normalized you will be requested to join Pune office.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

For EVARIS SYSTEMS LLP

A handwritten signature in black ink, appearing to read "Swati Kulkarni".

Swati Kulkarni

Director

Accepted

Pranali Samadhan Mahale



Date: October 27, 2020

Ref: LTI/HR/Campus/2021

Name: Shreya Rajesh Patil

College: St. John College of Engineering and Management

OFFER OF EMPLOYMENT

Dear Shreya Rajesh Patil,

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.5,01,974/- 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.

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

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

TERMS AND CONDITIONS

1. Increments and Promotions

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

2. Overseas Deputation/International Assignment

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

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

3. Documents

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



4. Background Verification

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

5. Service Agreement

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

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<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.

27/10/2020

Signature and Date

LTI
LIFE TIME INSURANCE

ANNEXURE-1

Name	: Shreya Rajesh Patil	Date	: October 27, 2020
Salary Grade	: GET(II)-New		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		20,467	
A. Base Salary (PA)	425,602	35,466	
Annual Incentive	40,000		
B. Total Variable (PA)	40,000		
C. Total Target Cash (A+B)	465,602		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,654	722	
Mediclaime Premium	6,108		
D. Retirals & Other Benefits	36,372		
Cost to Company (CTC) C+D	501,974		

Medical Insurance Premium:

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

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

Notes:

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

- Following are the components applicable to you under Bouquet of Benefits (BOB).

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

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

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B E /B Tech
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (If applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • 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"> • Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 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
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

Self Declaration

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
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 from the date of my interview process.
(if found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature: _____

Shreya

Name _____

SHREYA RAJESH PATIL

Institute Name : _____

ST. JOHN COLLEGE OF ENGINEERING AND
MANAGEMENT

Mobile No : _____

7768951774

Date of interview process: _____

22/10/2020

Candidate ID: 3263300 /588322,

Date of Joining: 12/29/2020,

Joining Location: Mumbai,

Designation: Analyst,

Dear Snehal Ravindra Dalvi,

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, Navi Mumbai, Maharashtra - 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)
 - 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
3. **Education Documents**
 - a) 10 Marksheet and certificate.
 - b) 12th marksheet and Certificate.
 - 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 Cpgemini 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:

- Cpgemini 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 8:15AM, 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 Cpgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 3263300 /588322,

12/16/2020.

Snehal Ravindra Dalvi
At-Pam post-navapur nawapur,
Mumbai ,Maharashtra,
India

Confidential

Dear Snehal Ravindra Dalvi,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 12/29/2020 (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) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

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:

Annexure - A

Snehal Ravindra Dalvi

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 4,089.00	Rs 49,068.00
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.22,069.00	Rs. 264,828.00
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.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs. 300,002.00

Total Cost to Company		Rs. 300,002.00
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Annexure - B

SnehalRavindra Dalvi

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs. 10,860.00	Rs. 130,320.00
House Rent Allowance	Rs. 5,430.00	Rs. 65,160.00
Other Reimbursements & Allowances#	Rs. 5,285.00	Rs. 63,420.00
Personal Allowance	Rs. 4,140.00	Rs. 49,680.00
Advanced Statutory Bonus	Rs. 2,980.00	Rs. 35,760.00
Gross monthly salary	Rs. 28,695.00	Rs. 344,340.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs. 1,800.00	Rs. 21,600.00
Gratuity (accrual only)	Rs. 522.00	Rs. 6,264.00
Total Fixed Compensation	Rs. 31,017.00	Rs. 372,204.00
Special Incentives##	Rs. 0.00	Rs. 0.00
Total Cash Compensation	Rs. 31,017.00	Rs. 372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs. 0.00

Total Cost to Company		Rs.380,006.00
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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 and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- ** 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 a 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

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 30-January-2021, 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.

j. You have achieved minimum 60% aggregate in all semesters of your graduation.

k. You submit the following mandatory documents before the date of joining..

1. Highest Degree/Provisional Certificate and Final year Mark sheet.

2. In case you do not have the Education documents on the Day of joining, you should submit the same to the HR not later than 3 months from Date of Joining.

l. You will join our Fresher training and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.

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: hemployeeservices.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



Anilkumar Singh
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: Snehal Ravindra Dalvi

Date: 12/16/2020



APPOINTMENT LETTER

26 Jun, 2020

Dear Snehal Ravindra Dalvi,

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

1. Appointment Details:

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

Signature Not Verified

Digitally signed by SUXIL KALACHAR
Date: 2020.06.26 10:26:55 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

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ANNEXURE III

SALARY OFFER SHEET

Name : Snehal Ravindra Dalvi

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : Info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020800

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CloudFronts Technologies LLP

503, T-Square, Sakl Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 796 4355

Offer of Employment with CloudFronts Technologies

Date: 27/09/2019

To,

SnehalDalvi

Bhakti - 1 Coop Hsg Soc, Flat No. - 108, A Wing, Vidyanagar, Saravali

Dear Snehal,

CloudFronts Technologies, is pleased to offer you here with employment designated as with effect from 27/09/2019 on the terms and conditions set forth in this letter. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of CloudFronts. Our company offers you an opportunity to learn, grow and stretch to the highest level of your ability, dedication, creativity and potential to excellent use.

Welcome to the team CloudFronts!!!

This is an offer of employment for the position of **Trainee Software Engineer** with a start date on or before 06/07/2020.

You will be presently based out of our office located at T-Square Sakinaka Andheri East, Mumbai. You agree to perform such duties and responsibilities as are assigned or delegated to you from time to time by your manager or as assigned by the CloudFronts. You agree to devote your full-time attention and best efforts to the performance and discharge of such duties and responsibilities to perform faithfully, diligently, and to the best of your abilities.

You will be paid gross emoluments as detailed in Annexure - A attached herein below will be provided in hard copy on your 1st day of joining CloudFronts.

Please note that our offer is conditional upon satisfactory feedback from your references and necessary background checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements with any prior employer, clients,



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 796 4355

principals, partners or others which would in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, if it determines or believes that any such contractual or other obligation may materially limit your ability to engage in business activities for the Company.

Further, your employment is conditioned on your ability to furnish employment eligibility documentation as required by law and you being medically fit to work. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, the Company retains the right to review its offer of employment.

Your employment with the Company will be governed by the Terms & Conditions as detailed in Annexure - B attached herein below.

Once the Offer has been accepted, the Company would expect you to email the resignation letter within one week of signing of your offer letter. For any further delay you need to notify HR department.

The Company looks forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Yours Sincerely
For CloudFronts Technologies LLP.

A handwritten signature in black ink that reads "Shikha Bhatnagar". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Authorised Signatory
Shikha Bhatnagar,
HR Manager



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
Info@cloudfroonts.com | +91 9233583878 | +1 855 796 4355

ACCEPTANCE

I have gone through the aforesaid letter as well as 'Annexure A' and Annexure B' of this letter. I have understood fully the contents and intent of the said letter

By clicking 'Accept' below I convey that all the terms and conditions mentioned in this letter as well as in the 'Annexure A' and 'Annexure B' are fully satisfactory and acceptable to me, and they are binding on me.



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233533378 | +1 855 796 4355

Offer of Employment with CloudFronts Technologies

Date: 27/09/2019

To,

RohanChaudhari

267/B, Near Nanodi Wadi, Bhagodi Wadi

Dear Rohan,

CloudFronts Technologies, is pleased to offer you here with employment designated as with effect from 27/09/2019 on the terms and conditions set forth in this letter. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of CloudFronts. Our company offers you an opportunity to learn, grow and stretch to the highest level of your ability, dedication, creativity and potential to excellent use.

Welcome to the team CloudFronts!!!

This is an offer of employment for the position of Trainee Software Engineer with a start date on or before 06/07/2020.

You will be presently based out of our office located at T-Square Sakinaka Andheri East, Mumbai. You agree to perform such duties and responsibilities as are assigned or delegated to you from time to time by your manager or as assigned by the CloudFronts. You agree to devote your full-time attention and best efforts to the performance and discharge of such duties and responsibilities to perform faithfully, diligently, and to the best of your abilities.

You will be paid gross emoluments as detailed in Annexure - A attached herein below will be provided in hard copy on your 1st day of joining CloudFronts.

Please note that our offer is conditional upon satisfactory feedback from your references and necessary background checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements with any prior employer, clients,



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233563378 | +1 855 796 4355

principals, partners or others which would in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, if it determines or believes that any such contractual or other obligation may materially limit your ability to engage in business activities for the Company.

Further, your employment is conditioned on your ability to furnish employment eligibility documentation as required by law and you being medically fit to work. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, the Company retains the right to review its offer of employment.

Your employment with the Company will be governed by the Terms & Conditions as detailed in Annexure - B attached herein below.

Once the Offer has been accepted, the Company would expect you to email the resignation letter within one week of signing of your offer letter. For any further delay you need to notify HR department.

The Company looks forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Yours Sincerely

For CloudFronts Technologies LLP.

Authorised Signatory
Shikha Bhatnagar,
HR Manager



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 786 4355

ACCEPTANCE

I have gone through the aforesaid letter as well as 'Annexure A' and Annexure B' of this letter. I have understood fully the contents and intent of the said letter

By clicking 'Accept' below I convey that all the terms and conditions mentioned in this letter as well as in the 'Annexure A' and 'Annexure B' are fully satisfactory and acceptable to me, and they are binding on me.



Date: 10th February, 2021

Ms. Nancy Mary Ninan
B-102 Golden City Complex,
GCC Club Road, Hatkesh
Udyog Nagar, Mira Road (East).
Thane- 401107.

Dear Nancy Mary Ninan,

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** : 16th February, 2021
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 amounting 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

eClinicalWorks India Pvt. Ltd.

Boomerang A-701 to 705 & Part B1 706, Chandivali Farm Road, Near Chandivali Studio, Andheri (E), Mumbai - 400072, India.
T: +91-22-67375000 F: +91-22-67375100 I: www.eclinicalworks.com
(CIN # U72200MH2006PTC165289)

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.300,000/- (Rupees Three Lakh 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;



11. Maternity Benefit Act :

i. 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

**Pertwyn
Joseph**

Human Resources

Date: 10th February, 2021

AGREED AND ACCEPTED BY ME

(Nancy Mary Ninan)

Date: 10th February, 2021

eClinicalWorks India Pvt. Ltd.

Boomerang A-701 to 705 & Part B1 706, Chandivall Farm Road, Near Chandivall Studio, Andheri (E), Mumbai - 400073, India.

T +91-22-67375000 F +91-22-67375100 | www.eclinicalworks.com

(CIN # U72200MH2006PTC165289)



Education Solutions

Genix Education Solutions India Private Limited

(An ISO 9001 : 2015 Certified Company)

C/o Regus Centre Saket Private Limited, Level - 4,

Rectangle - 1, Commercial Complex, D - 4, SAKET, New Delhi - 110017.

CIN : U72300KA2015PTC083262.

GST Number : 07AAGCG1824K1ZL

MSME Certified - UAM No. : DL08D0023553;

vagarwal@genixventures.com / +91-8448-638-949; +91-991-000-8262.

CONSULTANCY / INTERNSHIP AGREEMENT

THIS AGREEMENT is made and entered, as of 08th February, 2021 ("Effective Date"), by and

BETWEEN Genix Education Solutions India Pvt Ltd (GESIL) having a Principle place of business at C/o Regus Centre Saket Pvt Ltd, Level - 4, Rectangle - 1, Commercial Complex, D - 4, Saket, Delhi, New Delhi -110017 India, hereinafter called "the Company"

AND Mr. Vaishakh Pramod Panicker, S/o Pramod Panicker residing at EC / 161, Flat Number 102, Evershine Tulip CHS, (Near St. Thomas Church), Sector 6, Evershine City, Vasai East, Vasai, Palghar, Maharashtra - 401208, India, having PAN Number DXFPP5961N and AADAAR Number 9395-3050-3225, hereinafter referred to as "You / Your" or "the Freelance / Consultant / Intern".

RECITALS

- A. The Company carries on business in the designing, development and testing, customization, implementation, maintenance of software applications, related to education, financial and other sectors, providing training and learning solutions, provision of consulting services and provision of assessment services.
- B. The Freelance Consultant has been contracted to provide specialist skills, professional expertise and services and to carry out functions, as may be required by the Company, in the provision of its services (the services) to the clients of the Company.

OPERATIVE PROVISIONS:

In consideration of the promises and obligations given and assumed herein, and intending to be legally bound, it is agreed as follows:

1.0 POSITION:

- 1.1 Your position with the Company will be that of "The Freelance Consultant / Intern"; (or in such other position, as may be agreed from time to time with You).

2.0 DUTIES:

- 2.1 This Agreement will commence on the effective date specified above or any other mutually acceptable date, as stated in Exhibit 'A', whichever is later.
- 2.2 You agree to perform services for GESIL, described briefly but not limited to those listed in Exhibit 'A' attached hereto (the "Services").
- 2.3 You shall be reporting administratively to and shall be subject to the daily directions of the Executive Director, GESIL, based at New Delhi or any such other Employee or representative of the Company, as may be nominated from time to time.
- 2.4 You shall be reporting Technically, to the Senior Developer, Salesforce, GESIL, and / or as may be required by the end customer.



2.5 You will be required to carry out all lawful orders of the Company or its agents and will discharge such duties and functions, as may be delegated or assigned to You, including work in positions other than that to which You were initially appointed.

2.6 Nothing in this Clause limits Your duties of good faith or fidelity to the Company or any other duties implied at law.

3.0 **THE COMPANY POLICIES:**

3.1 **No Subcontracting:**

The Company has selected You to perform the Services based upon the Company understanding of Your personal capabilities and therefore You will not subcontract or otherwise delegate Your obligations under this Agreement, without the prior written consent of GESIL.

3.2 You are required to perform Your duties in accordance with all policies, rules, regulations and any codes of practice and code of ethics of the Company, as issued and amended from time to time.

3.3 You are required to maintain absolute confidentiality and keep secret, the affairs of the and its customers, including any and all customer details and transaction details.

3.4 You are required to faithfully and diligently serve the Company and any related corporation and use Your best endeavours to promote their interests and welfare.

3.5 You are required to refrain from acting, or being seen to act, in conflict with the Company's best interests.

3.6 You are expected to be punctual, disciplined and professional in Your approach, to all Your activities, while dealing with GESIL and / or its clients / customers.

4.0 **SATURDAY, PUBLIC HOLIDAYS AND LEAVES:**

4.1 All Saturdays and pre-defined Indian public festival holidays will be an off.

4.2 In order to perform Your job effectively from home, You may be required to work flexibly, as appropriate, for the assignment requirements / project timelines stipulated, including weekends (Saturday and Sunday), for which No compensation shall become applicable.

4.3 For the purposes of Your effective learning, understanding the concepts, subsequent design and implementation, Your continuous presence is essential.

- Therefore, due to the nature of agreement being with contractual associations, NO Annual / Sick / Carer leaves policy is applicable to You;
- Only in emergent situation and with prior intimation given in writing by You to the appropriate Company representatives and approval furnished by Your Administrative officer (in writing) and Technical officer (verbally); a short absence of maximum two (02) consecutive days may be granted;
- Such leave can be taken only once during any three (03) consecutive months.
- Ideally, not more than a total of four (04) days of absence during the complete duration of your consultation (Internship) shall be applicable;
- Any days when You may not be available or do not work, will be treated as absent (Leave without Pay) and such days will not be accounted in the invoice;



4.4 A maximum of eight (08) pre-defined Indian public festival holidays or gazette holidays are applicable for the Calendar Year 2021. If You choose, not to work during local festivals that are not declared in the GESIL calendar, these days will be treated as absent (Leave without Pay) and such days will not be accounted in the invoice.

5.0 LOCATION AND WORKING HOURS:

5.1 Your working location will be at the Company's office in Delhi NCR or as may be required to "Work from Home" (Vasai, Maharashtra), under the prevailing circumstances, reviewed time to time.

5.2 Your hours of work (also to be filled in time sheet each day) will be a minimum of eight (08) Hours per day (Flexible).

6.0 COMPENSATION:

6.1 Fees and approved Expenses:

The Company will pay You those fees set forth in Exhibit 'B' attached hereto (the "fees") for the Services rendered by You pursuant to this Agreement.

6.2 Reimbursements:

- No other additional perks or reimbursements shall become applicable;
- You will not be reimbursed for any other cost incurred in connection with the performance of services under this agreement, approved.
- For any pre-approved in advance and as given in writing by appropriate Company representatives, reimbursement of boarding, lodging, dearness allowance, etc., as applicable for any official travels made, shall be made by the Company and as per Company policy of travels, against the claim furnished by You in company format;

6.3 Payment Timelines:

The Company will pay You for the services rendered, within 15 (Fifteen) days of the date of receiving Your invoice.

7.0 INDEPENDENT RELATIONSHIP:

7.1 You and the Company understand, acknowledge and agree that Your relationship with the Company will be that of an independent Freelance Consultant / Intern (with agreement being contractual) and nothing in this agreement is intended to or should be construed to create a partnership, joint venture, or employment relationship.

7.2 Continuity:

Your role and levels of responsibility may be varied throughout Your Internship with the Company. It is agreed that irrespective of any such variations, by negotiation or otherwise, the terms and conditions set out in this Agreement will continue to apply as contractual provisions, unless otherwise amended in writing.

7.3 Successful completion of the consultancy / Internship, do not guarantee of a permanent placement or Employment with the Company. Your appointment may be considered, based on the skills acquired by You during your Internship, and available requirements in the Company, on Your completion date.



8.0 OCCUPATIONAL HEALTH AND SAFETY:

8.1 You are required to help implement and comply with the Company's safety, health and welfare policies, procedures and instructions and to use Your best endeavours to protect the health and safety of the Company Employees and customers.

9.0 CONSULTANCY / INTERNSHIP AND CONFLICT OF INTEREST:

9.1 You and the Company understand, acknowledge and agree that Your relationship with the Company will be that of a Freelance Consultant / an Intern (and will NOT be on the rolls of the Company) in an Internship relationship.

9.2 During Your Consultant / Internship with the Company, You agrees during the terms of this agreement not to accept work or enter in to a contract an obligation, inconsistent or incompatible with Your obligation or the scope of Services rendered for the Company under this agreement

9.3 You must not, without the Company's prior written consent, undertake any appointment, position, accept work or any other Internship / Employment or enter into a contract or an obligation, inconsistent or incompatible with Your obligations to the Company or engage in any other business in direct or indirect competition with the Company or which hinders the performance of Your duties or otherwise adversely affects the Company or a related corporation.

9.4 However, clause 9.2 and 9.3 do not prevent You from holding shares, debentures or securities in any publicly listed company or corporation.

10.0 CONFIDENTIALITY:

10.1 As a condition of Internship, and as per the Company policy, You are required to accept and sign the Company's standard "Confidentiality Agreement / Non-Disclosure Agreement" (enclosed in the list of offer documents).

10.2 It is mandatory to accept and sign the Company's "Confidentiality Agreement / Non-Disclosure Agreement", before You commence Internship.

10.3 By signing the agreement, You also agree, among other things, not to disclose or use in Your Internship with the Company or in future, any confidential or proprietary information or trade secrets of any current or prior employer(s).

10.4 Confidential Information Trade Secrets - Intellectual Property Rights:

a) Definition of Confidential Information:

"Confidential Information" as used in this Agreement shall mean any and all technical and non-technical information including patent, copyright, trade secret and proprietary information , techniques, sketches, drawings, models, inventions, knowhow, process, apparatus, equipment, algorithms, software programs , software source documents, and formulas related to the current, future and proposed products and Services of the Company respective information concerning research, experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing manufacturing, customer lists, business forecast, sales and merchandising, plans and information. "Confidential Information" also includes proprietary or confidential information of any third party who may disclose such information to the Company's business.

b) **Nondisclosure and Non-use Obligations:**

You agree that You will not use, disseminate, or in any way disclose any Confidential Information to any person, firm or business, except to the extent necessary for internal evaluations in connection with negotiations, and consultations with personal or authorized representatives, of the Company and for any other purpose the Company may hereinafter authorize in writing. Furthermore, the existence of any business negotiations, discussions, consultations or agreements in progress between the parties shall not be released to any form of public media without the prior written approval of the Company. You agree that You shall treat all confidential information of the Company with the same degree of care as Your own confidential information. You will immediately give notice to the Company of any unauthorized use or disclosure of the confidential information. You agree to assist the Company in remedying any such unauthorized use or disclosure of the Confidential Information.

c) **Exclusion from Nondisclosure and Non-use Obligations:**

Your obligations under Paragraph 10.4 (b) ("Nondisclosure"), with respect to any portion of confidential information, shall not apply to any such portion that You can demonstrate, by written evidence meeting the clear and convincing standard of proof,

- i. was in the public domain at or subsequent to the time such portion was communicated to You by the Company through no fault of Yours,
- ii. was rightfully in Your possession free of any obligation of confidence at or subsequent to the time such portion was communicated to You by the Company, or
- iii. was developed by employees of Your previous companies independently of and without reference to any information communicated to You by Company.
- iv. A disclosure of any portion of confidential information shall not be considered to be a breach of this agreement or waiver of confidentiality for other purpose, provided, however, that You shall provide prompt prior written notice to the Company to enable the Company to seek a protective order or otherwise prevent such disclosure, and belongs to either:
 - in response to a valid order by a court or other governmental body or
 - otherwise required by law, or
 - necessary to establish the rights of either party under this agreement,

11.0 PROTECTION OF INTERESTS OF THE COMPANY:

- 11.1 During Consultancy / Internship with the Company, You will acquire experience and have access to Confidential Information, trade secrets, knowhow and particular skills in the affairs, practices, client requirements and trade connections of the Company, its related corporations, in particular. You will establish close business relationships with key clients and other persons involved in important trade connections with the Company.
- 11.2 You may also have additional requirements to be signed, like more intrusive background and security checks, confidentiality agreements, as may be required by the client, customers;
- 11.3 Due to the commercial importance to the Company and its related corporations of the knowledge, information and other matters referred to in Clause 11.1, the Company wishes to ensure that during and after the termination of Your Internship with the Company, You do not use Confidential Information or trade secrets of the Company to Your benefit or the benefit of others to the detriment of the Company and its related corporations and their businesses.



11.4 Non-interference with business:

In order to protect the Company's Confidential Information and trade secrets, You must not, during and for a period of six (06) months immediately following expiration or any other termination of Your Internship (howsoever occurring), You agrees not to

- solicit or induce any employee or any other intern / Consultant to terminate or breach an employment, contractual or other relationship with the Company, or
- compete for the custom of or engage or be involved in any business in any capacity with any person or organization that was a customer or client of the Company, in any of the areas set out in Clause 11.5, without the prior written consent of the Company

11.5 The restrictions in Clause 11.4 apply, in each of the following zonal areas:

- India;
- Australia;
- the United States of America;
- the United Kingdom; and
- all other countries of the European Union.

11.6 Each restraint, and combination of restraint contained in this Clause is regarded by the parties and must be construed and interpreted as separate, distinct and severable so that the unenforceability of any restraint or combination of any restraint will in no way affect the enforceability of the other restraints.

12.0 DISCOVERIES:

12.1 Information: You represent and warrant that:

- i) You will immediately inform the Company of any matter which may come to Your notice during Your Internship which may be of interest or of any importance or use to the Company or a related corporation; and
- ii) You will immediately communicate to the Company any proposals or suggestions occurring to You during Your Internship which may be of service for the furtherance of the business of the Company or a related corporation.

12.2 Disclosure of Innovations / Inventions:

You represent and warrant that You agrees to promptly disclose in writing to the Company, or any person designated by the Company:

- i) Every Innovation resulting from Your work for the Company under this Agreement will be the exclusive property of the Company or its Customers.
- ii) You will immediately communicate to the Company, or any person designated by the Company any and all processes, inventions, improvements, innovations, modifications and discoveries which You may make either alone or in conjunction with others in connection with or arising out of Your Internship and in any way connected with any of the matters in which the Company or a related corporation, have been or are now or hereafter interested during Your Internship ("Inventions"), whether or not the Inventions are capable of being protected by copyright, letters patent, registered design or other protection, and the Inventions will thereafter be the sole and exclusive property of the Company; and



- iii) The Innovations / Inventions includes but not limited to any and all inventions, improvements, technical developments, work of authorship, and related information and know - how that You, solely or jointly with others, conceives, develops, reduces, reduces to practice, fixes in a tangible medium of expression, or marks within the scope of the service to be performed under this Agreement. You hereby do and will assign to the Company or its Customer the entire worldwide rights, title and interest in and to the Innovations and the Innovations associated intellectual property rights.
- iv) The Innovations / Inventions would also include and not limited to computer programs, processes, know how, and other material (whether or not protectable under patent, copyright, moral right, mask work, or trade secret laws), which is conceived, developed, reduced to practice, fixed in a tangible medium of expression, or made by You within the scope of the work performed under this Agreement
- v) You agree to assist the Company in any reasonable manner to obtain and enforce for the Company or its Customer's benefit patents, copyrights, and other property rights covering the Innovation in any and all countries, and You agrees to execute, when requested, patent, copyright or similar applications and assignments to the Company and any other lawful documents deemed necessary by the Company to carry out the purpose of this agreement. You further agree that the obligations and undertaking stated in this section will continue beyond the termination of Your Services to the Company.
- vi) In the event that the Company is unable for any reason whatsoever to secure Your signature to any lawful and necessary document required to apply for or execute any patent, copyright or other application with respect to any Innovation (including improvements, renewals, extensions, continuations, divisional, continuations in part of continuing patent applications thereof), You hereby irrevocably designates and appoints the Company and the Company's duly authorized officers and agents, to execute and file such application and to do all other lawfully permitted acts to further the processing and issuance of patents, copyrights or other rights thereon with the same legal force and effect as if executed by You.
- vii) You will immediately deliver to the Company full particulars concerning the Inventions, and will at the expense of the Company execute all documents and do and execute all such acts, matters and things as may be necessary or reasonable to obtain protection for the Inventions, and to assign to the Company all rights which may be acquired by it in relation to them and to vest title in them in the Company absolutely.
- viii) Your performance of all of the terms of this agreement does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data of a third party and You will not disclose to the Company or induce the Company to use, any confidential or proprietary information belonging to the third parties unless such use or disclosure is authorized in writing by such owners.
- ix) You represent that any inventions or copyrighted works relating to the Company's actual or anticipated business or research and development, which You have made or conceived in past, at the time of signing this agreement, have been disclosed in writing to Company and attached to this agreement as Exhibit "C".



12.3 Prior Innovation:

If You incorporates any prior Innovation or elements thereof in the Company innovations, You agrees to grant and here by grants to the Company or the Company's assignees a royalty free, irrevocable, worldwide fully paid-up license (with rights to sublicense through multiple tiers) secret and other intellectual property rights relating to any prior Innovations created by others or by it outside the scope of Your's work for the Company under this Agreement.

13.0 TERM AND TERMINATION

13.1 Term:

This Agreement will terminate on 31st July, 2021, unless further extended by the end Customer. However, this agreement can be terminated earlier, subject to the following termination conditions.

13.2 Termination by the Company:

The Company may terminate the date set forth above at any time if the end Customer terminates the contract earlier to the above-mentioned date for any reasons.

The Company may terminate Your Internship summarily and without notice and may terminate this Agreement immediately in its sole discretion, if You:

- i) are guilty of any gross misconduct or dishonesty or if You act in a way which in the reasonable opinion of the Company may injure or be likely to injure the business or reputation of the Company;
- ii) commit a material breach of this Agreement;
- iii) are involved upon any acts of gross misconduct;
- iv) are convicted of a serious criminal offence; or
- v) are negligent or incompetent in the performance of Your duties.

13.3 Termination by either party:

Either party may terminate this Internship Agreement with or without cause at any time by giving the other party, no less than two (02) weeks' prior notice in writing, or as agreed upon mutually.

13.4 In the event that notice is given by either party pursuant to above Clause, the Company may elect to require You to continue to work for part of the whole of that notice period or may, in its absolute discretion, make a payment in lieu of the unworked period of the notice, such payment to be calculated by reference to Your annual salary at the date of cessation of Your Internship.

13.5 All notices, requests and other communications required to be given this Agreement must be in writing, and must be mailed by registered mail, postage, prepaid and return receipt requested, or delivered by hand to the party to whom, such notice is required or permitted to be given. Any such notice will be considered to have been given when received, or if mailed, five (5) business days after such notice was mailed, as evidenced by the postmark. The mailing for notice to either party will be the address shown on the signature page of this Agreement. Either party may change such party's mailing address by notice as provided below in this section.



14.0 RETURN OF COMPANY PROPERTY:

14.1 On termination of Your Internship, however occurring, You must immediately deliver up to the Company all property belonging to the Company or a related corporation, which is in Your possession or under Your control, including any documentation or Confidential Information of the Company or a related corporation.

15.0 INCONSISTENCY:

15.1 This Agreement shall be construed subject to any applicable statute or delegated legislation (the "applicable legislation") to the intent and effect that if any provision of this Agreement is inconsistent or at variance with the terms of any applicable legislation which may not be varied or contracted out of, the terms of the applicable legislation will prevail and this Agreement will to the extent of the inconsistency or purposed variance be inoperative.

16.0 OTHER GENERAL PROVISIONS:

16.1 You have confirmed that You are comfortable with working hours as required by the projects to which You will be assigned to; that You are comfortable with the time difference that may exist between the time zone (including the DST time cycle during October – March) in which a client of the Company operates and the Indian time zone;

16.2 You have confirmed that You are comfortable working independently and do not require direct supervision in a workplace;

16.3 You shall be required to record your hours of work on daily basis in a system provided by the Company or its end customer, by filling in the actual hours logged for each project. While approving the time sheets, the Company may verify with hours recorded by end Customer.

16.4 For executing Your job role, NO hardware (laptop), required licensed software, internet connectivity etc. will be supplied by the Company. You will utilize all Your current resources and no accessories will be provided by GESIL. You should have a stable internet connection plan from your local ISP available.

16.5 Successors and Assigns:

You will not assign Your rights or obligations arising under this Agreement without the Company's prior written consent. However, the Company may assign the Company's rights and obligations under this agreement. This Agreement will be for the benefit of the Company's successors and assignees, and will be binding on Your heirs legal Representatives and permitted assignees.

16.6 No representation or reliance:

- i) Each party acknowledges that neither the other party nor any person acting on the other party's behalf has made any representation or other inducement to it to enter into this Agreement, except for representations or inducements expressly set out in this Agreement.
- ii) Each party acknowledges and confirms that it does not enter into this Agreement in reliance on any representation or other inducement by or on behalf of any other party, except for representations or inducements expressly set out in this Agreement.



16.7 The Company and the Management expects a performance from you of the highest order and would be pleased to accord to you due recognition based on merits not only in specific performance expected from you but also in cultivating excellent relation with your colleagues, sub-ordinates, superiors, public and enhancing the corporate image.

16.8 Amendment:

This Agreement may only be varied by a written document, signed by and / or on behalf of each party.

16.9 Waiver:

No term or provision hereof will be considered by either party, and no breach excused by either party, unless such waiver or consent is in writing signed in behalf of the party against whom the waiver is asserted. No consent by either party to, or waiver of, or excuse of any other, different, or subsequent breach by either party.

16.10 Entire Agreement:

To the extent permitted by law, in relation to its subject matter, this Agreement including all Exhibits to this Agreement:

- i) embodies and constitutes the entire legal relationship of the parties, including the entire agreement terms agreed between the parties relating to this subject matter; and
- ii) supersedes, replaces and terminates by mutual consent any prior written or oral simultaneous representations, discussions, negotiations, understandings, agreements or contracts between the parties, whether oral or written.

16.11 Expenses:

Except as otherwise provided in this Agreement, each party must pay its own costs and expenses in connection with negotiating, preparing, executing and performing this Agreement.

16.12 Governing law:

This Agreement shall be governed by and must be construed in all respects according to the laws applying in India. Each of the parties irrevocably consents to the nonexclusive personal jurisdiction of the courts located in New Delhi.

16.13 Jurisdiction:

Each party irrevocably:

- i) submits to the non-exclusive jurisdiction of the courts of Delhi, India, and the courts competent to determine appeals from those courts, with respect to any proceedings that may be brought at any time relating to this Agreement; and
- ii) waives any objection it may now or in future have to the venue of any proceedings, and any claim it may now or in the future have that any proceedings have been brought in an inconvenient forum, if that venue falls within Clause above.



16.14 Severability:

If any provision of this Agreement is held by a court of Law to be illegal, in valid or unenforceable,

- i) that provision shall be deemed amended to achieve as nearly as possible the same economic effect as the original provision, and
- ii) the legality, validity and enforceability of the remaining provisions of this Agreement shall not be affected or impaired thereby.

16.15 Agreement Acceptance:

You are to sign and return a scanned copy of this letter, duly signed on all pages, in original, as a token of confirmation and acceptance of the above agreement.
(Original signed documents shall also be sent by You to the Company through courier).

Executed as an agreement upon the date at the head of this Agreement.

For and on behalf of, GENIX EDUCATION SOLUTIONS INDIA PRIVATE LIMITED, NEW DELHI.	For Vaishakh Pramod Panicker
<u>Signature</u>	<u>Signature</u>
VIBHU SEN AGARWAL (DIRECTOR)	VAISHAKH PRAMOD PANICKER
DATE: 08 th February, 2021	DATE: 08 th February, 2021
PLACE: NEW DELHI.	PLACE: Vasai, Palghar, Maharashtra
COMPANY SEAL :	<u>Signature of Witness :</u>
	DATE: 08 th February, 2021
	PLACE: Vasai, Palghar, Maharashtra



EXHIBIT - "A"

SERVICES and other General terms:

- a. Designation: **"The Freelance Consultant / Intern"**;
for the projects, You are engaged for, by the Company.
- b. Effective Date: **08th February, 2021.**
- c. Consultancy / Internship Tenure: **Till 31st July, 2021.**
- d. Services include (but not limited to):
 - i. Design of Salesforce applications, implementation of software components, in accordance with the technical architecture;
 - ii. Implementation as well as configurations of applications and components, using (but not limited to):
 - Force.com platform,
 - Salesforce SFDC,
 - Lightning,
 - Visualforce,
 - Apex,
 - SOQL,
 - LWC,
 - Aura;
 - iii. Developer-level testing / writing of unit test;
 - iv. Participation in technical reviews as required;
 - v. Management of development sprints;
 - vi. Documenting solutions and tracking delivery on projects to ensure they are delivered on time and meet the desired specifications;
 - vii. Raise an alert when important issue is likely to put in jeopardy the project;
- e. Key Attributes required:
 - i. Salesforce certifications (e. g. App Builder, Platform Developer I, Platform Developer II, Trailhead etc.) desired;
 - ii. Have an ability to communicate through voice and web calls, video conferencing, requirement of which is critical.
 - iii. Possess keen interest in software development and a desire to succeed;
 - iv. Able to think outside the box and develop efficient software solutions;
 - v. A desire to work within a fast-paced, collaborative, and team-based support environment
 - vi. Must demonstrate a willingness to put in the extra effort (extended work hours, participate in events outside of standard working hours) for clients, and personal growth.
 - vii. Possess excellent interpersonal, communications and documentation skills;



EXHIBIT - "B"

FINANCIALS:

A. Total Internship Cost to the Company ("TEC" or "CTC")

Upon commencement You will be entitled to receive a package, expressed as -
"Consultancy Fee" / "Total Internship Cost to the Company" (Gross - All inclusive) of:

Rs. 1,00,000 (Rupees One Lac) for the Consultancy / Internship Tenure stated viz.

- Rs. 10,000 (Rupees Ten Thousand Only) Per Month for first two months (February on prorata basis) and
- Rs. 20,000 (Rupees Twenty Thousand Only) Per Month for next four months.

- i. No GST shall be levied in the invoices raised. You will furnish Your GST number, in case GST at applicable rates is also claimed by You.
- ii. Tax deductions at source (TDS), as per government laws would be applicable for the amounts given by the Company, declared savings if any, receipts furnished to the Company.
- iii. Option mode of calculating the TDS shall be chosen by You and given to us in writing. In case no option is given, we shall consider the IT rules applicable to the corresponding Financial Year.
- iv. The onus and / or the responsibility of answering government authorities or IT officials and making Income Tax payments, as per the IT Act, as applicable from time to time, shall lie completely with You. The Company shall not be accountable in any manner, for your non declaration or non-filing of the IT returns, for the amounts paid to You by Your past companies, any other income such as interests, that would be required to be declared as a part of Your taxable income.
- v. Your invoice, net of Income Tax at the appropriate rates as per the Income Tax Act, 1961, and deductions applicable will be paid into a bank account nominated by You [Bank details as furnished by You and stated in Point E (g) under].

B. Non-Cash Benefits:

Not Used or Not Applicable

C. Additional Benefits:

Not Used or Not Applicable

D. Other General terms:

- a) The Consultation Fee and other terms of your engagement / Internship are personal between You and the Company. The Management expects You to treat the terms of Your Internship in strict confidence. Any violation or disclosure would be viewed seriously.
- b) Your progress will be reviewed periodically and Your absorption in our company on regular basis will depend on the progress made by You.



- c) The remuneration specified in this Agreement covers payment to You, for the overall performance of the job.
- d) No Advance Amount shall be paid by the Company.
- e) You to undertake the time logging on daily basis in the system defined / provided by the Company / end customer.
- f) Payment to be released subject to timely submission of filled in time sheet by you, its approval and against the Monthly invoices raised by You.
- g) Your payments to be released by Company, through online transactions only.
- h) Any Bank Charges, as applicable, along with GST, for making online payments to You through any mode of IMPS / NEFT / RTGS shall be to your account and deducted from the "Consultation Fee" / invoice amount.
- i) Your Bank Account details furnished by You are as under. It completely would be the Your responsibility to check the correctness of the stated bank details. Any changes required needs to be furnished by You immediately to the Company in writing.

Bank Account Number:	
Bank Name:	
Account Type:	Savings
Bank Address:	
IFSC Code:	
MICR Code:	

E. Contact / Other Details:

Permanent Address :	EC / 161, Flat Number 102, Evershine Tulip CHS, (Near St. Thomas Church), Sector 6, Evershine City, Vasai East, Vasai, Palghar, Maharashtra – 401208,
Email (personal):	vaishakhpanicker6@gmail.com
Mobile Number:	+91 – 84089 58378.
PAN Number	DXFPP5961N
Aadhaar Number	9395-3050-3225.



EXHIBIT - "C"

INNOVATIONS / INVENTIONS:

NOT APPLICABLE



February 11, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India
Tel: 91-80-49139999
<http://www-07.ibm.com/in/careers>

Dear Smit Pratap Jethva

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of, all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06C and experience an inclusive collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality and, be part of projects that help make the world work better.

Talent development is strategic to IBM, and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



ESAW
ELECTRONIC SYSTEMS AND WIRELESS

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Fwd: Offer of Employment - Virtual onboarding and Training INFO

From: manish sorte <manishsorte1798@gmail.com>
To: namdevp@sjcem.edu.in, ajays@sjcem.edu.in

12 February 2021 at 16:20

[Reply](#) | [Reply to all](#) | [Forward](#) | [Print](#) | [Delete](#) | [Show original](#)

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

From: Offers@infosys.com
Date: Wed, 27 Jan 2021 14:45:03 +0000
Subject: Offer of Employment - Virtual onboarding and Training
To: manishsorte1798@gmail.com

Dear Manish,

We hope you and your family are staying safe and keeping healthy. We appreciate the resolve and patience you have kept in matters of your joining date.

At Infosys, the health and well-being of our employees is a key concern and in keeping with the same we would like to congratulate you once again on your successful participation in our campus recruitment process during the year 2019-2020. Please find attached the Offer of Employment with your confirmed date of joining for the role of Systems Engineer at Infosys Limited. The instructions to complete the agreement is attached for your reference.

We will be reaching out to you regularly, primarily through online avenues between now and the time you join. Also, a primarily online mode of communication regarding the joining related formalities will be sent to you a couple of weeks before your joining date. We request you to keep regular online vigilance for the same.

We would like to reiterate the fact that this Offer of Employment with Infosys Limited shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment.

It is mandatorily required that you are located in India to complete our virtual onboarding and training.

Academic Eligibility Criteria For Joining

1. The academic eligibility criteria for the Role of a Systems Engineer has already been communicated to you and your college during the selection process. This remains the same at the time of joining (including your final semester result, if the results have been published).

2. All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages, etc. No Active backlogs are allowed. After your joining, your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited at the time of joining.

3. In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer_extension@infosys.com with your Candidate ID and your Role in the subject line.

Kindly ensure that you have a PC/laptop at your residence with the appropriate internet connectivity and installed applications (e.g. Zoom, Skype, WebEx, etc.) so that a virtual onboarding process may be

facilitated. This shall also ensure your productivity with projects and assignments during your employment with Infosys. To facilitate a seamless onboarding experience, you will soon receive another communication from our launchpad team with complete details of your virtual onboarding process.

Our LaunchPad team should soon be getting in touch with you regarding the onboarding process. Regarding any concerns that might crop up during such period, feel free to get in touch with us over a call and for any changes in your existing profile, please mail us at offer_update@infosys.com.

Please make sure to mention your Candidate ID and Role in all your communications with us, to help us better facilitate you. We look forward to making your acquaintance.

Regards,

Human Resources
Infosys Limited

P.S: Please do not respond to this email address as incoming emails to this account are not monitored.

Quick Reply

To: manish sorte <manishsorte1798@gmail.com>
To all: manish sorte <manishsorte1798@gmail.com>, namdevp@sjcem.edu.in

More Reply Options

[Empty text input area for quick reply]

Send Save Draft Include quoted text with reply

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HRD/3T/1000655216/20-21

January 27, 2021

Mr. Manish Kundalik Sorte
103 Bwing Diamond Point Navali,
Phatak,
Palghar-401404
India

Ph: +91-8999673000

Dear Manish,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head of HR - Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.01.27 20:14:56 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1000655240/20-21

January 27, 2021

Mr. Manish Kumar Sorte
103 Bwing Diamond Point Navali,
Phatak,
Palghar-401404
India

Ph: +91-8999673800

Dear Manish,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01-Mar-2021**.

Location

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

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

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

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with us is contingent upon your meeting the qualifying criteria till the end of the training and on-the-job training.

Probation and Confirmation

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

Leave

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

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

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

Agreement

Our offer to you as Systems Engineer is subject to the execution of the Service Agreement. The Service Agreement details the terms, conditions of your employment, the necessary training and the completion of training. The training shall be from the date of your joining and up to a period of 12 months from the date of completion of training. You will be allocated to a Practice Unit. The date of allocation to a Practice Unit is generally 30 days after the completion of training. You will be required to complete the training and service agreement at the time of joining. Please note, non-execution of the training and service agreement will result in termination of employment with the Company.

Compensation and Benefits

Salary

Your monthly salary will be **INR 25,000 per month** and Total Gross Salary post allowances will be **INR 300,000 per annum**. The break-up of your salary has been provided in the Compensation and Benefits Annexure and Annexure - II.

Training

You will be eligible for a Performance-linked Incentive (TPI) upon allocation to a Practice Unit. The TPI will be based on your Gross Salary, based on your performance in the training. The TPI will be credited to your account on your joining. Please refer to the Compensation and Benefits Annexure for details.

Ex - Gratia / Bonus

You will be eligible for Ex-Gratia Payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2013-14 will be as follows:

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

Basic of Allowance

The Basic of Allowance will be paid to you as part of your salary every month.

You will have the option to opt for such components and amounts under such components as per the option provided in the Compensation Details sheet, based on your preferences and income tax plans.

National Pension Scheme

We will allow you to opt for the National Pension Scheme to contribute towards the National Pension Scheme. This is an option provided by the Government of India for all its citizens. It enables you to accumulate wealth during active employment with add-on tax breaks. Please refer to the Information Document IV for more details.

Insurance

You will be eligible to opt for the Health Insurance Scheme. You may choose to enhance the coverage of the Health Insurance Scheme by opting for health insurance plans (Platinum, Gold and Silver). You will be covered under the Standard Plan which provides you and your family (your spouse and two dependent children up to 18 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total life insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death and INR 30,00,000 covers an accidental death. All employees become members of Infosys Welfare Trust and pay a one-time fee of INR 250 and fixed monthly contribution of INR 250.

The details of the insurance schemes will be provided to you when you join the Company.

Notice Period

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

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

Background Checks

The Company may conduct background checks prior to or after your expected joining date to verify the accuracy of the information provided by you, your education details and details of your previous work experience. The Company may also conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Letter.

If you fail to furnish the documents as required by the Company within the specified time period or if the outcome of the background checks, the Company, in its sole discretion, may rescind the offer without notice and compensation or to take any action limited to termination of your employment.

Upon a background check, if the Company has any concerns regarding any of the details furnished by you and the facts, the Company may at its sole discretion, ask you for further clarification or documents that you have earlier provided to the Company, before proceeding with the background check.

Please note that you are required to provide a copy of your passport at the time of joining. If you are unable to do so, the Company may conduct a criminal background check.

Confidentiality and Non-Solicit

Your employment with the Company may be either full-time or part-time, as the Director / Partner / Member / Proprietor / Joint Venture / entity engaged in any form of business activity. Your employment with the Company may be given subject to any terms and conditions that the Company may specify at any time at the discretion of the Company.

Our offer to you is conditional upon your having fully completed your graduation with a minimum of 75% marks in your final semester examination. If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination. If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination.

You will provide the following documents to the Company, at least till the penultimate semester. All relevant documents, at least till the penultimate semester. All relevant documents, at least till the penultimate semester. All relevant documents, at least till the penultimate semester.

You hereby acknowledge that you have read and understood the terms and conditions of this offer and you agree to accept the same.

If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination. If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination.

You agree to accept the terms and conditions of this offer and you agree to accept the same. You agree to accept the terms and conditions of this offer and you agree to accept the same.

This offer is valid for a period of 30 days from the date of issue. This offer is valid for a period of 30 days from the date of issue. This offer is valid for a period of 30 days from the date of issue.

If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination. If you are a student of a college/university, you should have completed your graduation with a minimum of 75% marks in your final semester examination.

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You will provide the following documents to the Company, at least till the penultimate semester. All relevant documents, at least till the penultimate semester. All relevant documents, at least till the penultimate semester.

You hereby acknowledge that you have read and understood the terms and conditions of this offer and you agree to accept the same. You hereby acknowledge that you have read and understood the terms and conditions of this offer and you agree to accept the same.

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This offer is valid for a period of 30 days from the date of issue. This offer is valid for a period of 30 days from the date of issue. This offer is valid for a period of 30 days from the date of issue.

As a token of appreciation, we are enclosing a duly signed duplicate copies of the letter and all the accompanying documents for your records.

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

Yours sincerely,

RICHARD LOBO
Executive Director and Head of HR, Infosys Limited

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

Date: _____

Sign your name

Print your name

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.27 20:14:56 IST
Reason: Digitally Signed
Location: Bangalore

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

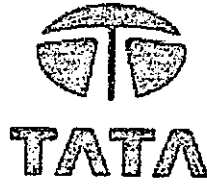
ANNEXURE - I
(Continuation during the Training)

		COMPENSATION DETAILS (Amounts in INR per month)	
NAME			
ROLE	Engineer		
ROLE DESIGNATION	Senior Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (on monthly basis)	(15% of Basic Salary) being paid out on a		2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENTS			
BONUS / EX-GRATIA (the amount of 95% paid out)	paid out at the end of the financial year after adjusting		150
3. RETIREMENT BENEFIT			
PROVIDENT FUND			1,800
GRATUITY			722
FIXED PROVISION			25,000
TOTAL GROSS SALARY			25,000
4. BENEFITS			
Scheme Name	INR	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY (during Training)		12	Nil
All other allowances	As per Company policies, which are subject to change from time to time. The disbursement of any loan / loan advance will be subject to the satisfaction of the Company as per the relevant loan / loan agreement.		
*The final amount of gratuity will be determined as per the provisions of the Gratuity Act	As per Company policies, which are subject to change from time to time. The disbursement of any loan / loan advance will be subject to the satisfaction of the Company as per the relevant loan / loan agreement.		

ANNEXURE - II
(Continued from page 1)

REMUNERATION DETAILS
(Figures in INR per month)

NAME	Kund...			
ROLE	System Engineer			
ROLE DESIGNATION	System Engineer Trainee			
1. MONTHLY REMUNERATION				
BASIC SALARY				15,000
BASKET OF BENEFITS				4,478
BONUS / EX-GRATUITIA (On the basis of the eligible monthly basic)		(20% of Indicative Salary) being paid out on a		2,850
MONTHLY ALLOWANCES				22,328
2. ANNUAL BONUS				
BONUS / EX-GRATUITIA (On the basis of the advance earned in the financial year after adjusting				150
3. RETIREMENT BENEFITS				
PROVIDENT FUND				1,800
GRATUITY				722
FIXED GROSS				25,000
4. INCENTIVES				
PERFORMANCE INCENTIVE				
TOTAL GROSS		(Indicative Payout at indicative payout 5% of FGS)		26,250
TOTAL GROSS		(Indicative Payout at indicative payout 10% of FGS)		27,500
TOTAL GROSS		(Indicative Payout at indicative payout 20% of FGS)		30,000
5. OTHER BENEFITS				
Scheme		Monthly Instalments	Margin Money (To be borne by the employee)	
SALARY LOAN (subject to standard Terms and Conditions)		12	Nil	
All other benefits are as per Company policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the terms and conditions defined therein and shall be repaid to the satisfaction of the Company as per the relevant loan / loan agreement.				
*The liability for gratuity will be borne by the Company. The eligibility and the final pay out of any Gratuity amounts will be as per the provisions of Gratuity Act.				



Offer: Computer Consultancy
Ref: TCSL/DT20195198915/Mumbai
Date: 12/09/2019

Ms. Niharika Mangesh Pandit
204, Mathura Apt, Viva College Road O,
Opp Punjab National Bank,
Virar-401303,
Maharashtra.
Tel# -

Dear Niharika Mangesh Pandit,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

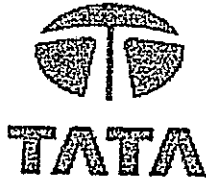
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/DT20195198915

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: TCS Building, 101, Colaba Causeway, Mumbai - 400 054. India
Toll Free: 1800 430 0700
Head Office: TCS Building, 101, Colaba Causeway, Mumbai - 400 054. India
Toll Free: 1800 430 0700
E-mail: hr@tcs.com
Website: www.tcs.com



Withdrawal of Offer

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

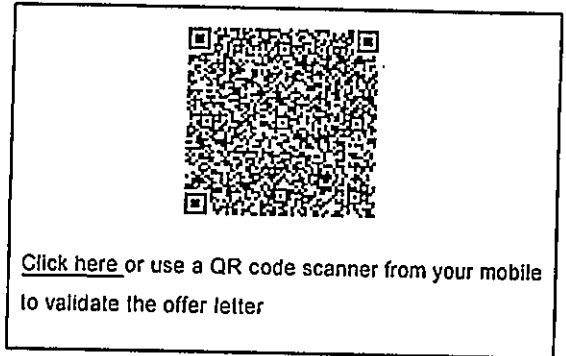
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

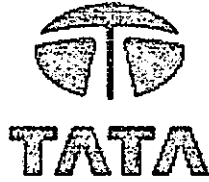
Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Niharika Mangesh Pandit
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
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

HRD/3T/1000655236/20-21

November 12, 2020

Ms. Sharmika Sunil Mungole
Flat-11 Shanti Niketan Bldg.
Keshav Nagar.
Boisar-401501
India

Ph: 9209222690

Dear Sharmika,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.11.12. 19:21:08 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1000655236/20-21

November 12, 2020

Ms. Sharmika Sunil Mungole
Flat-11 Shanti Niketan Bldg.
Keshav Nagar,
Boisar-401501
India

Ph: 9209222690

Dear Sharmika,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death, and INR 30,00,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 250 .

The details of the Scheme would be available to you when you join the Company.

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2019-20. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.11.12 19:21:08 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Sharmika Sunil Mungole
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary**	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Sharmika Sunil Mungole
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS

BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT

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

3. RETIRAL BENEFITS

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

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of 12000 Trainee Agreement)	(without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1000654429/20-21

November 12, 2020

Ms. Ankita K Dharmrajprasad Singj
103/B Khushbu Apartment,
Pasthal Naka,
Boisar-401504
India

Ph: 7744861651

Dear Ankita K Dharmrajprasad,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.11.12 17:53:49 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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Electronics City, Hosur Road
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askus@infosys.com
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HRD/1000654429/20-21

November 12, 2020

Ms. Ankita K Dharmrajprasad Singj
103/B Khushbu Apartment,
Pasthal Naka,
Boisar-401504
India

Ph: 7744861651

Dear Ankita K Dharmrajprasad.

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Nov-2020**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death, and INR 30,00,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 250 .

The details of the Scheme would be available to you when you join the Company.

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2019-20. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2020.11.12 17:53:49 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
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askus@infosys.com
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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Ankita K Dharmrajprasad Singj
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

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

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: ANURAG GUPTA

College: Aidel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear ANURAG GUPTA,

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.ltininfotech.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 : ANURAG GUPTA		Date : August 28, 2019
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	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, the 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:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	LTI 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, should it be found that I am 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 premises 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 I found so, LTI may take immediate action and cancel the candidature at ANY stage.

Signature _____

Name _____

Mobile No _____

College Name _____

Today's Date _____

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Brandon Rodrigues

College: AldeI Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Brandon Rodrigues,

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.5,00,000/- 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.

Medical Insurance Premium

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

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

Notes:

1. Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules
2. H.R.A. will be deducted for accommodation (if any) provided by the Company
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESIC Policy.
4. 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.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable

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

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

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

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.

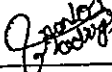
Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.


30/08/2019
Signature and Date

ANNEXURE-1

Name : Brandon Rodrigues		Date : August 28, 2019	
Salary Grade : GET(II)			
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		20,467	
A. Base Salary (PA)	425,602	35,466	
Annual Incentive	40,000		
B. Total Variable (PA)	40,000		
C. Total Target Cash (A+B)	465,602		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	4,140		
D. Retirals & Other Benefits	34,398		
Cost to Company (CTC) C+D	500,000		

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

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

- Following are the components applicable to you under Bouquet of Benefits (BOB).

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

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

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	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 <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, Ora/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:	2020 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: BRANDON RODRIGUES

Mobile No: 7507274175

College Name: St. John College of Engineering and Management

Today's Date: 30-08-2019

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Nupur Deshmukh

College: Aldel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Nupur Deshmukh,

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.ltininfotech.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 : Nupur Deshmukh		Date : August 28, 2019
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	

Medical Insurance Premium

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

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

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

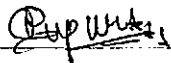
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	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 <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:	2020 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: NUPUR DESHMUKH

Mobile No: 8411098658

College Name: SJCEM

Today's Date: 29/08/19.

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Onkar Sardesai

College: Aldel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Onkar Sardesai,

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.5,00,000/- 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.

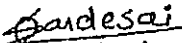
Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Sr. Manager - Campus
Recruitment

I have read the letter and accept the same.


30/8/2019

Signature and Date

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Pratiksha Shetty

College: Aldel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Pratiksha Shetty,

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.5,00,000/-** 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.ltininfotech.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 : Pratiksha Shetty		Date : August 28, 2019
Salary Grade : GET(II)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		20,467
A. Base Salary (PA)	425,602	35,466
Annual Incentive	40,000	
B. Total Variable (PA)	40,000	
C. Total Target Cash (A+B)	465,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	500,000	

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p a
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

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

• Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

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

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course (ie 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 exams 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:	2020 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: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Suraj Tiwari

College: Aldel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Suraj Tiwari,

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

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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.

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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.ltininfotech.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.

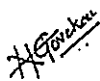
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According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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 : Suraj Tiwari		Date : August 28, 2019
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	

Medical Insurance Premium

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

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

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
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3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. 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.

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Age Criteria: As on 1st July of Passing year (2020)	Less than 24 years	Less than 26 years
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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 <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:	2020 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: _____



CR/HR/2020/233

February 21, 2020

Mr. Dhawal Joshi
B-401, Tulip CHS,
Sai Baba Nagar, Opp Shanti Park,
Mira Bhayander Road,
Mira Road (E)
Thane:401107

Phone: 9969702854

Dear Dhawal,

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 between June 1 to July 1, 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.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based. Your next salary review will be as per the company rules. The company is not liable to review your compensation either at the end of probation period or thereafter until 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.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Swetha Suvarna
Senior Manager, Human Resources



Offer: Computer Consultancy
Ref: TCSL/DT20195243858/Mumbai
Date: 13/09/2019

Mr. Suraj Jitendra Tiwari
Room No. 202, Pooja Niwas Bldg.,
Vijay Nagar,
Nalasopara-401209,
Maharashtra.
Tel# -

Dear Suraj Jitendra Tiwari,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

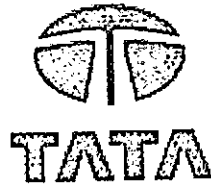
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TCS Confidential
TCSL/DT20195243858

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Vastav 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
TCS Careers Service line: 1800 209 4111 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

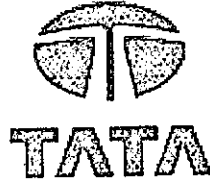
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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



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 expenses towards professional membership as per TCSL's policy.

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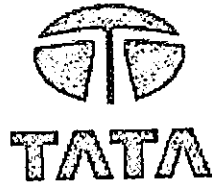
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Vardas HED/Trg. Center, Subhash Nagar, Chakraborty Road, New Market, West Bengal, India

Registered Office: 7th Floor, Building 97th Floor, Naraina, New Delhi, India

For more information, please contact: TCSL HR Helpdesk (tcs.hr@tcs.com)



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

South Park Road, Vellore, Tamil Nadu, India. Registered Office: 9th Floor, Narayana Building, 100, Park Street, Chennai, Tamil Nadu, India.
TCS Career Services: 1800 209 4111 Email: careers@tcs.com



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 TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

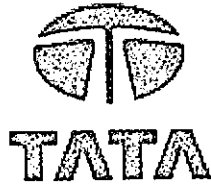
XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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).



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

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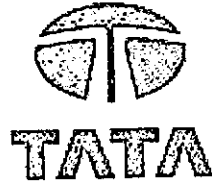
Tata Consultancy Services Limited

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 2196 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400022

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



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

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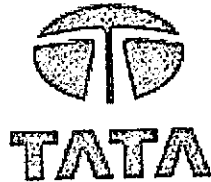
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Vistas HRD Trg. Center, Subhash Nagar, Pckhara, Bhubaneswar, Odisha, India - 751005
Tel: +91 22 6778 1900 / 22 6778 1901 Fax: +91 22 6778 1904 Website: www.tcs.com

Registered Office: New India Assurance, 5th Floor, Anna Salai, Chennai - 600002, India

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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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

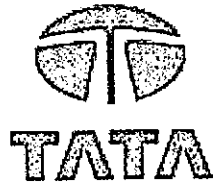
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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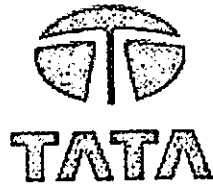
Tata Consultancy Services Limited

Mantra Park, Opp. Vasant Vihar Metro Station, Connaught Place, New Delhi - 110022, India

For all enquiries, contact us at careers@tcs.com or www.tcs.com/careers

Registered Office: TCS Building, 13th Floor, Naraina, New Delhi - 110028, India

TCS Careers Service Centre: 1800 209 3111 (Toll Free) or 011 2611 1000



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

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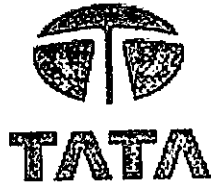
Tata Consultancy Services Limited

Yantra Park, Opp. VOLTAS (HCL) Training Center, Lohmash Nagar, Sakinaka, Post No. 20, Naraina, West 4th Phase, New Delhi-110028

Tel: 91 22 67 78 20 00 Fax: 91 22 67 48 2700 Website: www.tcs.com

Registered Office: Nandan Building, 9th Floor, Nariman Point, Mumbai-400028

TCS Contact Centre: 1-800-209-5111 Email: careers@tcs.com



Withdrawal of Offer

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

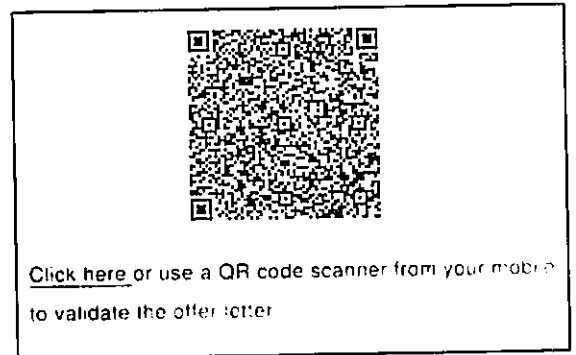
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

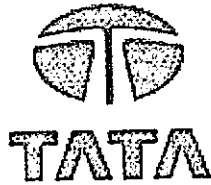
● For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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





GROSS SALARY SHEET

Annexure 1

Name	Suraj Jitendra Tiwari
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
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

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Yantra Park, Opp Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane West, 400 607, India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2100 Website: www.tcs.com

Registered Office: Narmal Building, 9th Floor, Narmal Park, Mumbai 400 007

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



Annexure 2

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



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

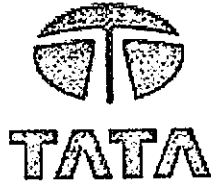
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

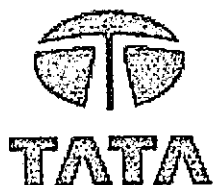


2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

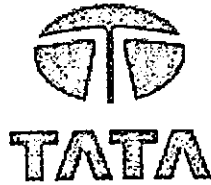
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

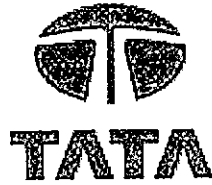
10. General

(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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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

8th October 2019

Suraj Tiwari

Dear Suraj,

I am pleased to offer you employment in the company in the role of Software Engineer. Your gross annual compensation will be Rs.550,000 per annum. Congratulations and welcome aboard.

The Breakup of your compensation is as follows:

	Breakup	Breakup
Basic	13,821	165,852
HRA	8,293	99,516
Conveyance Allowance	1,600	19,200
Special Allowance	16,742	200,904
Co. PF Contribution	1,852	22,224
Total	42,308	507,696
Annual Discretionary Bonus		42,304
Gross Annual Compensation		550,000

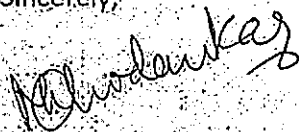
You (and your dependants) shall also be covered under the Group Medical Insurance Policy of the company. The policy is up to an annual limit of Rs.500,000 subject to the term & conditions of the insurance provider.

You are expected to join at the earliest possible date, but in no case later than 1st June 2020. At the time of joining you will have to execute a two years employment bond. You are not entitled to resign until the expiry of the bond period. Please be noted that after your completion of bond tenure, whenever you plan to offer resignation, you will need to serve two months notice period.

Please communicate your acceptance of this employment offer by signing and returning the enclosed copy of this letter to us.

I welcome you to Zeus System Pvt. Ltd. and wish you a very rewarding career.

Sincerely,



Minal Chodankar
Director-Admin



CR/HR/2021/198

February 26, 2021

Mr. Deepak Lalbahadur Yadav
Room No. 7, Jan Seva Samiti, Shastri Lane,
Near Gandhi Vidya Mandir School,
Gandhi Nagar, Kandivali West,
Mumbai – 400067.

Phone: 7021574343/9833393795

Sub: Appointment Letter

Dear Deepak,

It gives us great pleasure to appoint you as Associate Consultant – Band A1 on the terms & conditions mentioned below.

You will receive a total compensation package of Rs. 1,80,000/- per annum. Annexure 1 provides a break-up of the compensation package.

Your appointment will be effective from February 25, 2021.

COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary: Rs. 5,800/- p.m.

HRA: Rs. 2,900/- p.m.

Special Allowance: Rs. 3,283 /- p.m.

Taxation will be governed by the Income Tax rules. MindCraft will be deducting tax at source as per income tax guidelines.

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. MindCraft will contribute 12% of your Basic Pay or Rs. 1,800/- whichever is lower every month. You will also have to contribute an equal amount from your Basic Salary.

Gratuity:

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

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased.

Your Gratuity is computed as: Last Drawn Basic Salary * No of years of service * 15/26



OTHER BENEFITS

ESIC:

You will be registered under ESI Corporation (ESIC) scheme. According to rules and regulations stipulated in the ESI Act 1948, which oversees the provision of medical and cash benefits to you and your family through its large network of branch offices, dispensaries and hospitals throughout India. MindCraft will contribute 3.25% and you will have to contribute 0.75% of your Fixed Salary (Basic, HRA & Technical Allowance).

TERMS OF EMPLOYMENT

1. Probation Period:

You will be on probation for a period of six months. During this period your progress will be reviewed periodically and on successful completion of probation period, you will be confirmed in the services of the company and formal intimation to this effect will be served to you.

MindCraft reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

2. Working Hours:

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 in India/Onsite.

You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.

3. Leave:

Leave will be as per the leave rules applicable within the organization. You will be entitled to 1 Privilege Leave for every 10 working days. Calendar year forms the basis of leave calculation.

You will not be entitled for any kind of leave during probation period.

4. Obligations / Responsibilities:

We have tried to make each job description in the company empowered and unfettered as possible hence as a member of the family, you will acquire many rights. There are also certain responsibilities and obligations, which we would like to lay before you now:

- a) During your employment, you will not undertake any other work / assignment, honorary or with remuneration or do any other business, since you will be a whole time employee of the company.
- b) We believe that you will be a responsible member of the family, and therefore expected that you will not indulge in any activity detrimental to the image of the organization, directly or indirectly.
- c) You shall not at any time during your employment or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents acquired by you in the course of your employment concerning the business or affairs of the Company or its associates or clients, or publish any book or article concerning any matter which relates to your area of activity in the Company and which will cause harm to the Company, its associates or clients.



- d) As per the company policy you shall be bound by the Non Disclosure Agreement signed by MindCraft Software Pvt. Ltd and its clientele. Copies of these documents will be available with the Human Resource department for your reference. You shall faithfully observe all the rules and regulations of the Company and shall not undertake any other employment or occupation during the continuance of this employment.
- e) As per the company policy, you cannot solicit employment from the Principal / Alliance for a minimum period of 1year after being relieved from MindCraft. You cannot solicit employment from the company's clients or their clients with whom you have been in contact with during the period of your employment for a minimum period of 1year from your last day of working at MindCraft Software.
- f) MindCraft respects Intellectual Property Rights (IPR) and expressly prohibits employees from bringing, to MindCraft, any information owned by their previous employers, partner or customers. MindCraft policy expressly prohibits employees from using such information, directly or indirectly, for MindCraft business gains. MindCraft may take legal action against employees if they are found in possession of such information on MindCraft premises or on MindCraft assets (laptop, desktop, USB drives, cell phones etc.) or on customer premises or on customer assets.

MindCraft expressly prohibits carrying of MindCraft owned information at the time of termination.

- g) On completion of 6 months, your CTC will be revised to Rs.240,000/- p.a from the subsequent month.
- h) In addition to the terms contained herein, you will also abide by the terms and conditions as mentioned in the employment bond dated 25th February '21 duly signed and accepted by you at will.

5. Mobility:

MindCraft reserves the right to transfer your services at any of its offices or work sites in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Appraisal:

The future increases will be performance based. The company is not liable to review your compensation either at the end of probation period or thereafter until the company's annual compensation review.

7. Abandonment of service:

After your appointment, if you absent yourself from duty without intimation or notice of absence for more than seven consecutive days, it will be deemed that you have voluntarily abandoned service and your name will be removed from the rolls of the company.

8. Retirement:

The age of your retirement would be 58 years. For the purpose of this calculation your date of birth as per our record is December 29th, 1997.

9. Notice Period:

Service with the company may be terminated by giving a 15 days' notice in writing while on probation. On confirmation, the notice period while on a project will be three-month's and while on bench will be one-month.

The company reserves the right to relieve you early and the notice period or salary in lieu of notice shall not be deemed necessary, if you have tendered resignation voluntarily, or in case of termination of services on any grounds.

The Company also may not issue a relieving document to the employee in case the notice period is not honored. Leave of any nature cannot be availed of or adjusted against the notice period.



10. Policies:

As a company we believe in giving adequate workspace and freedom. However, as a professional company we have our system to maintain order hence you will be governed by the policies, rules, regulations, practices, processes and procedures prevailing in the company and as amended from time to time.

11. Terms and Conditions:

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

12. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of appointment.

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Deepti Ashar
Head, Human Resources



Annexure 1-Compensation Package

Name: Deepak Lalbahadur Yadav

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 & Technical Allowance).

26th September 2019

Mr. Hardik Patel
B/04, Ambo Vihar Bldg 7.
Tirupati Nagar.
Phase 1,
Virar West.
Palghar 401303.

Offer Confirmation

Dear Hardik,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on 8th June 2020.

Joining Location: Mumbai

During your training period for the first three months from the date of Joining, you will get stipend of 10,000 INR

Remuneration: Your Annual Total Employment Cost to the company after 3months would be Rs. 3,00,000/- Per Annum (Three Lacs Rupees Only). This comprises of your salary and Performance Linked incentives and the details of which is been given in the Annexure A attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of 27 months including the period of probation executing a bond to that effect.

We welcome you to The NeoSOFT family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,
For NeoSOFT Technologies
Rohan Ghure
HR Manager

Ms. Dipti Pangam
House No 377,
Damodar Patil
Niwas, Eksar
Talepakhadi,
Borivali (W)
Mumbai 400091.

11th December 2020

Offer Confirmation

Dear Dipti,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a "Trainee Software Engineer" in our organisation on the following terms and conditions:

Date of Joining: You are expected to join duty on 14th December 2020.

Joining Location: Mumbai

During your training period for the first six months from the date of Joining, you will get stipend of INR 10,000.

Remuneration: Your Annual Total Employment Cost to the company after 6 months would be Rs. 2,58,000/- Per Annum (Two Lacs Fifty-Eight Thousand Rupees Only). This comprises of your salary and the details of which is been given in the Annexure A attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

You will execute an agreement of confirmed employment with us for a period of 30 months including the period of probation executing a bond to that effect.

We welcome you to The NeoSOFT family and look forward to a fruitful collaboration.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Yours Sincerely,
For NeoSOFT Technologies
Rohan Ghure
HR Manager

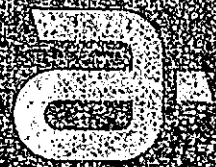
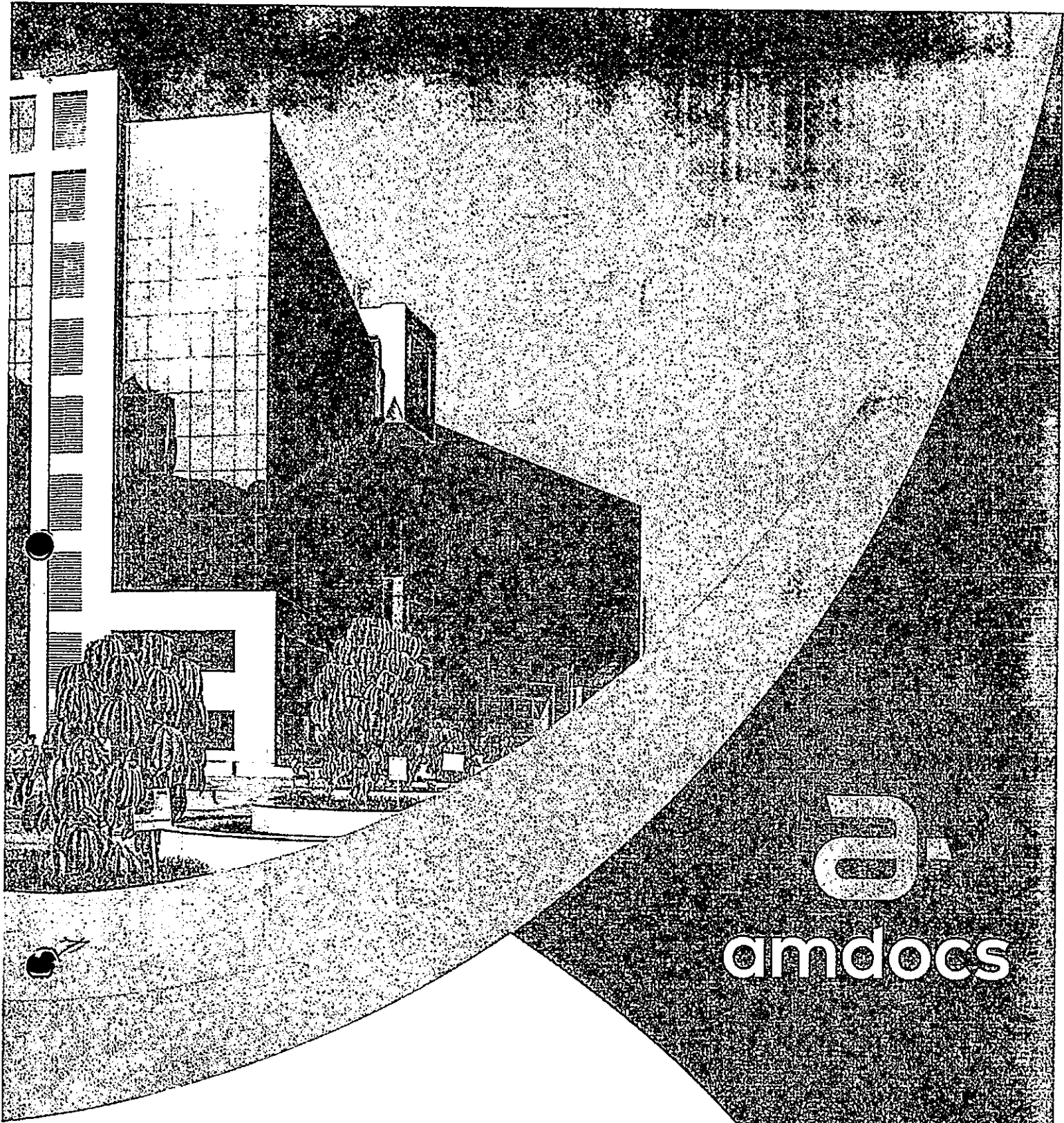
ANNEXURE 'A'

Salary Details (A)	Entitlement Per Month (INR)	Entitlement Per Annum (INR)
Basic	15,500	1,86,000
House Rent Allowance	3,854	46,253
Bonus	1,400	16,800
Total	20,754	2,49,053
Statutory Benefits (B) #		
Gratuity		8,947
Total Fixed Compensation (A) + (B)	21,500	2,58,000
Total Cost To Company	21,500	2,58,000
Deductions (C)		
PT	200	2,400
Net Salary (Before Tax) (A)-(C)	20,554	2,46,653

Insurance Coverage	Annual Amount
Group Medical Coverage	200,000
Group Personal Accident	1,000,000

Notes:

1. Next annual increment will be based on these performance ratings as follow:
 - @ PR 3 - 5% on current CTC
 - @ PR 4 - 10% on current CTC
 - @ PR 5 - 15% on current CTC
 2. For claiming tax benefits in case of admissible allowance, you will have to submit supporting documents to the Company's satisfaction and within the timeline stipulated by the Company. In case of any under-withholding you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 3. In case 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.
 4. 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, 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.
- Employee's contribution towards PF and Employee's contribution towards ESIC will be made From monthly salary (if applicable).
- For employees who are not covered under the PF Act and wish to opt for PF or in the event it becomes obligatory on the company to cover you under the Provident Fund Act or any other relevant acts or rules, as amended from time to time, the Provident Fund being paid to you will be adjusted against Special Allowance or Provident Fund contribution.
- A. The following statutory elements are included in the compensation package stated above: (If applicable)
1. **Provident Fund** - You will be covered under the Employee's Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by government from time to time. Your contribution and 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 the gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above mentioned compensation.



amdocs

EMPLOYMENT AGREEMENT



Dear Aakanksha,

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

- *We are hopeful you will find your time with us to be challenging and fulfilling!*

Please feel free to reach out to us with any questions.

● **WHAT THIS KIT INCLUDE?**

In the following you will find an overview of your employment terms:








- Employment Terms; Compensation; Benefits
- Working Hours
- Employee Undertakings
- End of Employment
- Miscellaneous and Additional Conditions
- Exhibit A – Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement



Date: February 22, 2021
Ms. Aakanksha Vivek Pawar
Mumbai

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP**, ("Amdocs") under the terms and conditions provided herein effective as of **March 01, 2021** ("Start Date").

- (a)  **Position** **Functional Test Engineer**
- (b)  **Location** Amdocs offices in **Pune**, India.
 - Domestic and international travel may be required, in accordance with Amdocs' business needs.
 - Work location may be changed to facilitate Amdocs' business needs.
- (c)  **Annual Total Remuneration (on a Cost to Company basis) gross** **INR 400,000.00 (Four Lakh Rupees Only)** gross, divided into the following annual components:
 1. Basic salary - INR 180000.00
 2. House Rent Allowance - INR 180000.00
 3. Provident Fund (employer contribution) - INR 21600.00
 4. Leave Travel Allowance - INR 18400.00
 - Payable on a monthly basis, in accordance with Amdocs' payroll practices.
 - Annual discretionary salary review, as of **July 2022** and each year thereafter.
- (d)  **Statutory Bonus** Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
- (e)  **Gratuity** Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
- (f) **Annual Bonus**
 - Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus.
 - Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
- (g)  **Annual Vacation** To be granted, accrued and used in accordance with Amdocs' policy and applicable law.
You shall also be entitled to additional absence days and holidays in accordance with Amdocs policy and applicable law.
- (h)  **Annual Sick Leave** To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



- (i) **Maternity Benefits** Shall be provided subject to the Maternity Benefit Act, 1961 and Amdocs policies.
- (j) **Benefits Plans** Entitlement to insurance schemes, if and as applicable under Amdocs' policy and subject to applicable terms of insurance policies and Amdocs policies

Any payments and benefits herein are (i) gross amounts, and subject to applicable taxes and withholdings; (ii) subject to applicable Amdocs' policies, procedures and practices, as may be amended from time to time.

2. Working Hours

Working hours are generally 9 hours a day, 5 days a week. Your position may require that you work additional hours including night hours, as may be necessary for effective performance of your duties. It is acknowledged and agreed that part of the remuneration paid to you is in consideration for your agreement to these terms, and you shall not be entitled to receive additional remuneration for work performed during such hours.

3. Employee Undertakings

- (a) **Performance and Duties.** You shall diligently, skillfully and faithfully perform your position with Amdocs. You shall devote your full time and attention to the performance of all duties consistent with your position, and such other duties, as may be assigned to you from time to time, according to Amdocs' business needs. Amdocs may vary your position in accordance with its organizational needs, and may transfer or assign you to any affiliates, departments or subsidiaries of Amdocs, in any other location in India, or to any third parties. Such assignment will be subject to Amdocs policies, as in effect at such time.
- (b) **Restrictive covenants.** As a condition to your employment, you shall execute and comply with the terms of the Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement, attached as Exhibit A. The provisions of such undertaking shall survive the termination of this agreement for any reason.
- (c) **Amdocs Policies.** You shall abide by Amdocs global and local policies, as in effect from time to time, including Amdocs Code of Ethics and Business Conduct, Data Privacy Policy and Information Security policies. You further acknowledge that it is Amdocs' policy to provide an environment that is free of unlawful harassment and discrimination of any kind. As such, you shall not engage in any such unlawful behavior, and shall notify Amdocs of any facts that constitute such unlawful behavior.
- (d) **Data Protection.** You confirm that you have read and understood Amdocs' Data Protection Policy, a copy of which is available on Amdocs portal. By signing this agreement you expressly consent to the fact that Amdocs (and as required, any of its affiliated entities or their duly authorized agents and employees) may hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. You understand that it may also be necessary, and expressly agree that Amdocs and/or any of its affiliated entities will share personal data to competent authorities (including tax authorities), third party service providers, future employers and potential buyers of Amdocs or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a company has offices for storage and processing.
- (e) **Additional Engagement.** You shall not engage in any other employment or business activities in any capacity (with or without compensation), unless you receive applicable approvals according to Amdocs Code of Ethics and Business Conduct, and subject to the terms of such approvals.
- (f) **Representations.** You shall not make any representations or undertake commitments on behalf of Amdocs, except as expressly authorized to do so.
- (g) **Non-Disparagement.** During and after the term of your employment, you will not make any false, defamatory or disparaging statements about Amdocs, its employees, officers or directors.



- (h) No Restrictions. You acknowledge that (i) there are no undertakings preventing or restricting you from entering into this agreement and performing your duties and obligations hereunder; and (ii) you are not violating any right of former employers, or in breach of any of your obligations towards former employers.
- (i) Supporting Documents. You undertake to submit the following documents to Amdocs along with the acceptance of this agreement: (i) Four passport size photographs; (ii) Copy of Passport; (iii) Copy of PAN Card (if applicable); (iv) Copy of Aadhaar Card; (v) Copies of education qualifications certificates; (vi) Copies of previous employers' relieving letter and experience letter.
- (j) Confidentiality of this Agreement. You shall treat this agreement as strictly confidential and not disclose its content to any person without Amdocs' prior written approval.

4. End of Employment

- (a) The first one year of your employment are considered a probation period. Amdocs reserves the right to extend your probation period beyond this initial term. During the probation period, Amdocs may terminate your employment upon 30 days' prior notice.
- (b) Each party may terminate this agreement at any time by giving the other party a 90 days' prior written notice. During the notice period, you shall continue to perform your position and attend work, and perform any additional handover and other duties, as instructed.
- (c) If you resign and wish to leave your employment prior to the completion of your notice period, you must ask for Amdocs' approval, considering it may negatively impact Amdocs' work continuity and/or cause damage to Amdocs and/or its customer relationships. If you leave early without seeking such approval, or despite the fact that an approval was not granted, you shall reimburse to Amdocs an amount equivalent to your salary for the unexpired portion of the notice period, and by signing herein you irrevocably authorize Amdocs to offset or deduct such amount against any amounts owed to you by Amdocs.
- (d) Amdocs reserves the right to (i) terminate your employment by paying you the equivalent of all or part of the prior notice period in lieu thereof; or (ii) instruct you not to attend work during the prior notice period or any part thereof.
- (e) Notwithstanding the above, Amdocs may terminate your employment with immediate effect, without notice or salary in lieu thereof, for any misconduct in your part, including but not limited to the following:
- i. Disloyalty, dishonesty, misrepresentation or breach of integrity;
 - ii. Embezzlement, misappropriation, misuse or causing damage to Amdocs property;
 - iii. Indiscipline, disobedience, irregular attendance, absconding;
 - iv. Negligence of duty;
 - v. Breach of confidentiality;
 - vi. Conviction of criminal offence;
 - vii. Any act constituting misconduct per Amdocs policies, including the Code of Ethics and Business Conduct, and any other act upon which dismissal due to misconduct may be justified.
- (f) Amdocs may suspend your employment at any point, including while investigating an alleged misconduct.
- (g) Upon termination of your employment for any reason whatsoever, or at Amdocs' request, you shall immediately return to Amdocs any documents, materials, credit cards, equipment, laptop, computer hardware and software, keys, access codes, access badges, and any other Amdocs' property or its clients' which may be in your possession, including any Confidential Information (as defined in Exhibit A).
- (h) Acknowledging that Amdocs covers the relocation costs of you and your immediate family, in the event you resign or your employment is terminated due to your misconduct, prior to the end of one year of employment as of your Start Date, you shall reimburse Amdocs for the proportional amount of the



relocation costs. Further, Amdocs may offset such amount against any amounts due to you upon termination of your employment.

- (i) You will automatically retire from Amdocs upon reaching the age of 60 (sixty) years. An extension may be given at Amdocs' discretion.

5. Miscellaneous and Additional Conditions

- (a) **Work Permit.** Your employment with Amdocs is conditioned upon (i) you being granted or are already holding applicable work permit/visa, and (ii) such work permit / visa remaining valid throughout the Term. In the event such work permit/visa is expired, your employment shall automatically terminate effective such expiration. You are required to immediately inform Amdocs upon any change/anticipated change in your work permit/visa. You agree to coordinate with Amdocs before approaching or providing information to any governmental immigration authority in connection with your employment with Amdocs. You shall be solely responsible for all work permits/visa and any immigration related compliance, for you and your family members (if relevant) and hereby guarantee that you and your family shall immediately leave India prior to the expiry of your permits/visas.
- (b) **Monitoring.** To ensure regulatory compliance and for the protection of its employees, customers and business, Amdocs reserves the right to monitor, intercept, review and access your telephone log, internet usage, voicemail, e-mail, and other communication facilities provided by Amdocs, which you may use during your employment. Amdocs shall use this right of access reasonably, and in accordance with applicable laws; as such, all communications and activities on Amdocs equipment or premises cannot be presumed private.
- (c) **Background Checks.** Your employment is conditioned upon receipt by Amdocs of satisfactory references, applicable background checks and information and documents provided by you to Amdocs. Amdocs reserves the right to retract or terminate your employment even after its commencement, in the event that your references or background checks do not prove to be satisfactory, or if it is discovered that the information you provided to Amdocs was false or inaccurate.
- (d) **Entire Agreement.** The terms and conditions of your employment as provided herein supersede all prior written or verbal agreements or understandings between you and Amdocs. No provision of this agreement may be modified, unless agreed in writing by both parties. This agreement is an individual employment agreement, and no collective bargaining agreement shall apply with respect to the relationship between the parties.
- (e) **Offset.** Amdocs reserves the right to offset any amount you owe Amdocs against any amounts owed to you by Amdocs. Upon termination of your employment, all such amounts shall be due immediately. Your signature herein is an irrevocably authorization for such offset.
- (f) **Severability.** If any of the restrictions or obligations herein are deemed by a court of competent jurisdiction to be invalid or unenforceable, then the scope of such restriction or obligation shall be limited to the maximum limit permitted by law, and such restrictions or obligations shall be severable, and shall not affect the validity or enforceability of other terms and conditions entered into.
- (g) **Governing Law and Jurisdiction.** This agreement shall be governed, construed, interpreted, and enforced in accordance with the laws of Pune. You and Amdocs hereby irrevocably submit to the exclusive jurisdiction of the competent courts in Pune and waive any objection to such proceedings on grounds of venue or inconvenient forum.



Please indicate your acceptance of this offer by signing below and returning the original letter to the HR Department within 15 days of the date of this offer. If you will not do so within the prescribed time this offer shall be withdrawn.

If you have any questions or would like to discuss the terms and conditions of this offer, please feel free to get in touch with Floria Joseph.

We take this opportunity to wish you success during your employment with Amdocs.

Sincerely,
E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, February 22, 2021 7:50 PM

Authorized Signatory
Amdocs Development Centre India LLP.

Date: 2/22/2021

I, the undersigned, Aakanksha Vivek Pawar, acknowledge that I have been provided with a copy of this agreement before signing it, and have been allowed sufficient time to review it and seek clarifications. I have read this agreement carefully and confirm my understanding of, and my full compliance with, its terms. I confirm that I was not subject to duress or undue influence of any kind, while executing this agreement. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

Signature

Date



Exhibit A

1. Competition and Non-Solicitation Agreement

This Confidentiality, IP Assignment, Non-Competition and Non-Solicitation Agreement ("Agreement") is entered into between Amdocs Development Centre India LLP, ("Amdocs"), and you, as a condition to your employment with Amdocs, and shall come into effect as of your start date. For purposes of this Agreement, the term Amdocs shall also include its subsidiaries, affiliates, successors and assigns (as in effect from time to time).

Amdocs and you wish to protect Amdocs' property, confidential information, customers, and employees. Accordingly, Amdocs requests that you agree to certain promises specified herein. In this respect, you acknowledge and agree that in addition to the above, the compensation and benefits provided to you by Amdocs as well as any equity compensation that may be provided to you and/or any special consideration that may be provided, constitute full and adequate consideration also in connection with your undertakings under this Agreement.

2. Non-Disclosure of Confidential Information

You are employed under a relationship of trust and confidence, and in the course of your employment with Amdocs, you will have access to, come into possession of, become familiar with, or participate in the development or marketing of -- Amdocs' products or certain inventions, trade secrets and other confidential information that are valuable and unique and constitute proprietary assets of Amdocs. Among these trade secrets and confidential information are Amdocs' proprietary technology and know-how; computer files; programs and software; marketing and sales plans; strategies and plans; research processes; customer lists and customer information; financial information and plans; data; pricing; business plans and processes; knowledge of business relationships; personnel-related information (including compensation); lines of business; markets; profitability and other information belonging to Amdocs, its subsidiaries, affiliates, employees, customers, and any other third party -- whether in writing, verbal, digital format or otherwise (collectively, "Confidential Information"). All Confidential Information and any rights therewith shall be the sole and exclusive property of Amdocs.

Accordingly, you expressly promise that you will not at any time during your employment with Amdocs and after termination thereof for any reason, disclose, use or make public (directly or indirectly), any Confidential Information or any part thereof to any person or entity, for any reason or purpose whatsoever, except as may otherwise be required by applicable law and notified to Amdocs prior to the disclosure; or in case you can provide evidence this information is already in the public domain through no fault of your own. You also promise that you will use all means available to prevent any disclosure of Confidential Information by any other person, and will ensure that any Confidential Information is safely and securely stored. Finally, you specifically acknowledge that this provision shall also apply to confidential and proprietary information of Amdocs' customers and other third parties.

3. Intellectual Property Rights

At any time during your employment with Amdocs, you hereby irrevocably, absolutely and perpetually assign and shall assign to Amdocs all rights, titles and interests in all Inventions (defined below), copyrights, trademarks or any other intellectual property rights (collectively, "Intellectual Property Rights"). You hereby waive any right or claim for ownership in relation to any Invention, and any right or claim to receive any monetary consideration or any other consideration with respect to any Inventions, other than compensation and benefits provided to you under your employment with Amdocs. Without limitation of the foregoing, you irrevocably confirm that the consideration set forth in the employment agreement is in lieu of any rights for compensation that may arise in connection with the Intellectual Property Rights under applicable law and waive any right to claim royalties or any other consideration with respect to any such right. The term "Inventions" means and includes, improvements, discoveries, concepts and ideas, whether patentable or not, including but not limited to, processes, methods, formulas, know-how, data, and techniques, which



you may have made, discovered, conceived, or assisted in making, discovering or conceiving, whether alone or jointly with others, and all works of authorship, during your employment with Amdocs.

You hereby agree that any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Amdocs does not exercise the rights under the assignment within a period of one year from the date of assignment.

You shall keep Amdocs promptly informed in writing of any and all such Intellectual Property Rights, and provide Amdocs with all copies and records thereof. You agree and undertake that all Intellectual Property Rights (including its copies and records or any part thereof) will be the sole and exclusive property of Amdocs. Furthermore, you shall not incorporate any data, improvement, knowledge, development, discovery, or other proprietary information owned in whole or in part by any third party into any Invention, without prior written consent of Amdocs.

You hereby agree to assist Amdocs or its nominees, at Amdocs' expense, to obtain protection for such Intellectual Property Rights in any country throughout the world by giving testimony, signing documents, providing information, attending proceedings and performing such other acts, as Amdocs may reasonably request, at all times during your employment with Amdocs and thereafter.

4. Non-Competition

Due to the competitive nature of Amdocs' business, and your position and responsibilities within Amdocs, you agree that for the duration of your employment with Amdocs and for a period of six months after termination of your employment for any reason, you will not, without Amdocs' written consent:

- (a) Work for, be engaged by, or be employed by any person, company, trust or other entity who is or was a customer of Amdocs, any competitor of Amdocs, or any company affiliated with any such customer or competitor, in a capacity where you provide service, advice or assistance, in competition with Amdocs, in a similar domain or line of business with which you ever worked while employed by Amdocs; and/or
- (b) Own, manage, operate, control, be employed by, participate in, advise, finance, or otherwise be engaged (directly or indirectly), in any Amdocs Business Activities; PROVIDED Amdocs Business Activities are similar to those services which you provided during your employment with Amdocs. "Amdocs Business Activities" means any line of business or industry segment engaged in by Amdocs, including but not limited to: Business Support System (BSS); Digital (including Customer Relationship Management (CRM), Digital Channels, Ecommerce, and Order Management); Open Network (including, Operation Support Systems (OSS) and Network Function Virtualization (NFV)); and customer care and billing systems for telecommunications companies.

5. Non-Solicitation

For the duration of your employment with Amdocs and for a period of six months after termination of your employment for any reason, you will not (directly or indirectly), either on your own account or in the service of others, in any way:

- (a) Solicit, entice away, or endeavor or attempt to induce, solicit or entice away, interfere with the relationship, or sell products or provide services of a kind or nature sold or provided by Amdocs during your employment with Amdocs to, any Customer (defined below), or affiliated party of such Customer - in any location. "Customer" means any person or entity that you or any of your subordinates sold products or provided services or actively solicited to sell products or provide services during the twelve (12) month period prior to your termination from Amdocs; and/or
- (b) Solicit, recruit, entice away, or endeavor or attempt to induce, solicit, recruit, or entice away, or hire or engage with, in any capacity whatsoever, any employee, consultant, officer, agent, subcontractor or service provider of Amdocs, that is employed or engaged by Amdocs on the date of your termination - to convince any of them to terminate or limit their relationship with Amdocs.



You acknowledge and agree that (i) in consideration of this Agreement, during your employment with Amdocs, you will become familiar with a range of Confidential Information and relationships, and (ii) your employment is of a particular and special value to Amdocs. Accordingly, you acknowledge that Amdocs may suffer extensive loss or damage, and would be irreparably harmed and impaired, if you breach (directly or indirectly) any of the restrictive covenants under this Agreement for which Amdocs would have no adequate remedy at law. You therefore acknowledge that the foregoing restrictions on your future employment and business activities are fair and reasonable, and are necessary to protect Amdocs' legitimate business interests. You also specifically acknowledge that the foregoing geographic and temporal restrictions on competition are fair and reasonable, given the nature and geographic scope of Amdocs' operations and Amdocs Business Activities.

7. Successors Assignment

This Agreement and all rights of Amdocs hereunder shall inure to the benefit of, and be enforceable by, Amdocs and its successors and assigns, and shall be assignable, in whole or in part, by Amdocs in its sole discretion.

8. Modification Entire Agreement

- (a) No provisions of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing by the parties hereto. No waiver by any party of any condition or provision of this Agreement shall be deemed a waiver of similar or dissimilar provisions or conditions. Your obligations hereunder are not cancelled or limited by (and remain enforceable notwithstanding) any change in position, compensation, location, business performance or other terms of employment.
- (b) This Agreement constitutes the full and entire understandings and agreements between the parties with regard to the subject matter hereof, and is an integral and essential part of your employment with Amdocs.
- (c) You will not, in connection with your employment (and are instructed not to) use or disclose any information that then constituted a trade secret of a prior employer or a third party or keep or retain any document containing of the same.

9. Rights and Remedies Upon Breach by Employee

If you breach, or threaten to commit a breach of, any of the provisions under this Agreement, Amdocs shall have the following rights and remedies, each of which shall be independent of the others and severally enforceable, and shall be in addition to, and not in lieu of, any other rights or remedies available at law or in equity.

- (a) Specific Performance. Amdocs shall have the right and remedy to have each and every one of the restrictive covenants in this Agreement specifically enforced, including by way of injunctive or other equitable relief.
- (b) Indemnification. In the event you breach any provision of paragraphs 2-5 of this Agreement, you agree to indemnify and hold Amdocs harmless from and against any and all damages, losses or expenses, including attorneys' fees, relating to any breach or threatened breach of this Agreement by you.
- (c) Severability. You further acknowledge and agree that the restrictive covenants in this Agreement are reasonable and valid in geographic and temporal scope and in all other respects. If, however, any court subsequently determines that any of the restrictive covenants, other clauses of this Agreement or any part thereof, is invalid or unenforceable in any respect or to any extent, such restrictive covenant shall not be void but instead automatically shall be amended to such lesser degree, time, respect, or extent as will grant Amdocs the maximum restriction on your activities permitted by applicable law in such circumstances.



10. Governing Law, Jurisdiction

This Agreement is accepted and entered into in India, and the validity, interpretation, construction and performance of this Agreement shall be governed by, and interpreted according to, the laws of India, without regard to the principles of conflicts of laws thereof or any decision, rule or principle that would result in the application of the laws of another country. It is irrevocably agreed that the courts located in Pune, shall be the exclusive forum and jurisdiction to hear, litigate or settle any dispute or claim arising out of or in connection with this Agreement or its subject matter or formation (or to enforce any term of this Agreement).

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date set forth below.

Amdocs Development Centre India LLP.

Ms. Aakanksha Vivek Pawar

E-LOCK EVALUATION SIGNATURE

Signer: SHYAMA KANTA MISHRA
Date: Monday, February 22, 2021 7:52 PM

Talent Acquisition Manager

Signature



manasvikotian

X

Placement Confirmation | QSPIDERS Andheri

HR Team, Mumbai

Greetings for the day!

We are happy to inform that, we have placed **Ms. MANASVI KOTIAN** a student from your college (2020 Passout) whom we had selected for the Software

Company Name: **PERSISTENT Systems**

Salary: **4.51 LPA**

Designation: **SOFTWARE ENGINEER**

Please let us know, if there are any candidates that you would like to refer for the Software Training. We would be happy to consider & train them. Also, send Brochures for your reference.

Thanking you in anticipation

Please Student Feedback

YouTube Link: <https://www.youtube.com/watch?v=9D1111111111>

Instagram Link: <https://www.instagram.com/qspidersandheri/>

Thank You.

Regards,

HR Team
SPIDERS / SPIDERS
7899770012
7028350006

No
L



CALL LETTER

Dated: 05/03/2020

Dear Pratim Hajra

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

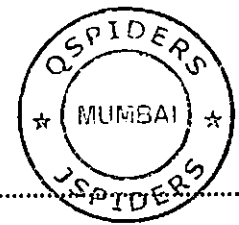
- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

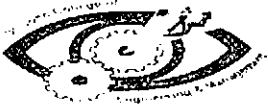
Thank & Regards
 QSPIDERS CAMPUS CONNECT
 Mb: 9513684738



USN NO



* Training will be conducted at QSPIDERS Andheri Branch *



Aditi Raut <aditir@sjcem.edu.in>

Fwd: Offer - Pranali Sawant

Pranali Sawant <pranalis901@gmail.com>
To: aditir@sjcem.edu.in

24 March 2021 at 18:56

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

From: Neha Roshan <hr@rupeeseed.com>

Date: Mon, Aug 17, 2020 at 9:58 AM

Subject: Offer - Pranali Sawant

To: <pranalis901@gmail.com>

Cc: Alok Pandey <alok@rupeeseed.com>, Sandeep Manoharan <sandeep@rupeeseed.com>

Dear Ms. Pranali,

Congratulations, you have been selected as "Software Developer Trainee" under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd

The following terms and condition will be applicable

- **Training Period:** You under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd. for a period of 2 years.
- **Stipend:** You shall receive a minimum of Fixed Stipend(Net) of Rs. 10,442/- per month (Rupees Ten Thousand Four Hundred and Forty Two Only)
- **Work Schedule:** Official working hours of the company are 9.00 am to 6.00 pm with 1 hour of break. You will be entitled for 1 day of weekly off(Sunday).
- **Joining:** On successful completion of training term of 2 years, you will be Promoted to a position of "Software Engineer/ Tester/Business Analyst" and a formal detailed appointment letter to this effect indicating the revised remuneration will be issued to you.
- **Recovery:** The Company reserves its right to recover the Costs incurred on you for attending the Training Programmes provided you leave the Company, before completion of 2 years of your training period.
- You have to join on or before Monday, 17th August 2020.
- Enclosed the list of documents that you need to mail to hr email ID

Regards,

Neha Roshan

Human Resource

Cell Phone # 9820375235



Documents check list.docx

54K

Search Images Gmail Drive Calendar Sites Groups Contacts More »

ajays@sjcem.edu.in | Google Account | Settings | Help | Sign out

You have been redirected to the basic HTML version because this browser is not supported. To use standard view, please upgrade to a supported browser.



Offer Letter

Search Mail

Search the Web

Show search options
Create a filter

Compose Mail

Inbox (1485)

Starred 7

Sent Mail

Drafts (3)

All Mail

Spam (0)

Bin

Contacts

Labels

Education

Back to Search results

More Actions...

Go

Newer 83 of about 116 Older

Print

New window

Fwd: Offer - Samarth Patil

samarth.patil@samarthpatil619@gmail.com

Why is this message in spam? It's similar to messages that were detected by our Spam filters.

To: ajays@sjcem.edu.in

Reply to all | Reply | Reply to sender | Reply to group

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

From: Neha Roshan <nir@rupeseed.com>

Date: Thu, 13 Aug 2020, 3:32 pm

Subject: Offer - Samarth Patil

Hi Samarth,

I am Sandeep Manuha <sandeep@rupeseed.com>, Alok Pandey <alok@rupeseed.com>

You have been redirected to the basic HTML version because this browser is not supported. To use standard view, please upgrade to a supported browser.

Hi Mr. Samarth,

Congratulations, you have been selected as a "Backend Developer Trainee" under the comprehensive training programme of Rupeseed Technology Ventures Pvt. Ltd

The following terms and conditions shall be applicable:

- Training: You will be attending the comprehensive training programme of Rupeseed Technology Ventures Pvt. Ltd. for a period of 2 years.
- Stipend: You will be receiving a monthly stipend of Rs. 10,442/- only (Rupees Ten Thousand Four Hundred and Forty Two Only)
- Work Schedule: On successful completion of training, you will be working from 9:00 am to 6:00 pm with 1 hour of break. You will be entitled for 1 day of weekly off (Sunday).
- Joining: On successful completion of training period of 2 years, you will be promoted to a position of "Software Engineer/ Tester/Business Analyst" and a formal detailed appointment letter to the effect indicating the remuneration will be issued to you.
- Recovery: The Company reserves the right to recover the Costs Incurred on you for attending the Training Programmes provided you leave the Company, before completion of 2 years of training.
- You have to sign and return the offer letter to the HR team.
- Enclosed the offer letter for your reference.

Regards,

Neha Roshan

Human Resource

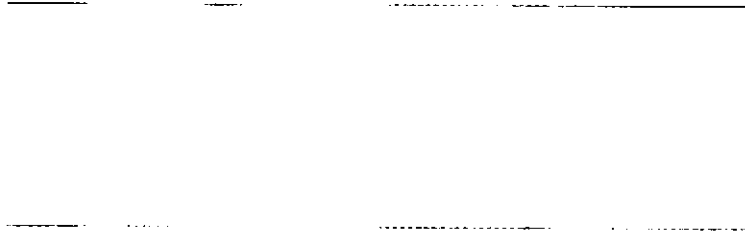
Cell Phone # 9820000000

Documents checked
54K Views | HTML

Click Reply

Reply to samarth.patil@samarthpatil619@gmail.com

More Reply Options



Include attachments with reply

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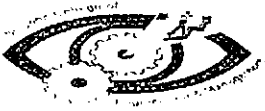
[Newer 83 of about 116 Older](#)

Search accurately with [operators](#) including from: to: subject:

Using 18.85 GB

This account is currently being used at another location (117.212.165.171). Last account activity: 1 minute ago on this computer. [Details](#)

[Programs](#) [Files](#) [Google Home](#)



Aditi Raut <aditir@sjcem.edu.in>

Fwd: Offer - Shija Shaji

Shija Shaji <shijatshaji@gmail.com>

24 March 2021 at 20:21

To: aditir@sjcem.edu.in

Dear Mr. Shija

Congratulations, you have been selected as "Software Developer Trainee" under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd.

The following terms and condition will be applicable:

- **Training Period** You under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd. for a period of 2 years.
- **Stipend** You shall receive a minimum of Fixed Stipend(Net) of Rs. 10,442/- per month (Rupees Ten Thousand Four Hundred and Forty Two Only)
- **Work Schedule**: Official working hours of the company are 9:00 am to 6:00 pm with 1 hour of break. You will be entitled for 1 day of weekly off(Sunday).
- **Joining**: On successful completion of training term of 2 years, you will be Promoted to a position of "Software Engineer/ Tester/Business Analyst" and a formal detailed appointment letter to this effect indicating the revised remuneration will be issued to you.
- **Recovery**: The Company reserves its right to recover the Costs incurred on you for attending the Training Programmes provided you leave the Company, before completion of 2 years of your training period.
- You have to join on or before Monday, 17th August 2020.
- Enclosed the list of documents that you need to mail to hr email ID.

Regards,

Neha Roshan

Human Resource

Cell Phone # 9820375235



Offer - Romy Rajan

i message

Neha Roshan <hr@rupeeseed.com>

Thu, 13 Aug, 2020 at 3:59 pm

To: romyrajan02@gmail.com

Cc: Sandeep Manoharan <sandeep@rupeeseed.com>, Alok Pandey <alok@rupeeseed.com>

Dear Mr. Romy,

Congratulations, you have been selected as "Software Developer Trainee" under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd

The following terms and condition will be applicable:

- **Training Period:** You under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd for a period of 2 years
- **Stipend:** You shall receive a minimum of Fixed Stipend(Net) of Rs. 10,442/- per month (Rupees Ten Thousand Four Hundred and Forty Two Only)
- **Work Schedule:** Official working hours of the company are 9:00 am to 6:00 pm with 1 hour of break. You will be entitled for 1 day of weekly off(Sunday)
- **Joining:** On successful completion of training term of 2 years, you will be Promoted to a position of "Software Engineer/ Tester/Business Analyst" and a formal detailed appointment letter to this effect indicating the revised remuneration will be issued to you
- **Recovery:** The Company reserves its right to recover the Costs incurred on you for attending the Training Programmes provided you leave the Company, before completion of 2 years of your training period
- You have to join on or before Monday, 17th August 2020
- Enclosed the list of documents that you need to mail to hr email ID

Regards,

Neha Roshan

Human Resource

Cell Phone # 9820375235



Offer Letter

Date: 7th September 2020

To,

Ms. Sonali Patne

6/17 Kaluram Dube Chawl ,

Sham Nagar, Jogeshwari (East), Mumbai - 400060

Dear Ms. Sonali Patne

Further to your application and the subsequent discussions that we had with you, we are pleased to inform you that you have been selected as "TRAINEE" under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd. (hereinafter referred to as "the Company"), with effect from 7th September 2020, for a period of 2 years.

The detailed terms and conditions of this offer are given herein below:

TERMS AND CONDITIONS

- 1. Stipend:** You shall receive a minimum of Fixed Stipend of Rs. 10,442/- per month (Rupees Ten Thousand Four Hundred and Forty Two Only) per the internal policy of the company which will be communicated from time to time.
- 2. Work Schedule:** Official working hours of the company are 9:00 am to 6:00 pm with 1 hour of break. However, if the Company is required to work in shifts, you will be required to work in rotational shifts, as per Business needs. However, the official working hours and/or days may vary depending on business needs/exigencies. You will be entitled for 1 day of weekly off.
- 3. Deductions & Withholdings:** Monthly deductions shall be made from your Stipend as per statutory requirements. Any payments made or credited to you are subject to deduction of tax at source under the Income Tax Act and any other enactments that may be in force from time to time. The Company will also be entitled to deduct from the payment due to you, any dues payable by you to the Company.
- 4. Training Period:** Apart from your on-the-job training, you shall be subjected to various internal and external training programmes which shall be organized by the Company for your all-round development, from time to time during this period. Your performance will be evaluated every 6 months, and on satisfactory completion of a period of 2 years

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



you shall be promoted to a position of “Software Engineer/ Tester/Business Analyst”. If at any stage during the training period, your work or any aspect of your behavior is found unsatisfactory, your services will be terminated with or, without notice at the discretion of the Management.

5. **Joining:** On successful completion of training term of 2 years, you will be Promoted to a position of “Software Engineer/ Tester/Business Analyst” and a formal detailed appointment letter to this effect indicating the revised remuneration will be issued to you.
6. **Job Location:** You may be posted in any of the locations of the Company / any of its affiliates / group companies / Client premises and may be required to work in any of the departments. The company reserves the rights to transfer you from one location to another during your tenure with the company.
7. **Rules & Regulations:** You will abide by the rules and regulations made by the Company as are in force or as may be introduced, amended or extended from time to time.
8. **Leaves:** You will be entitled to leaves as per the existing policies of the Company in force, which may change from time to time.
9. **Conflict of Business Interest:** During your association with the Company, you shall not undertake, carry on, participate in or associate with any other business, trade or profession in any capacity whatsoever, except with the prior written approval of an authorized company representative, in writing, which may be given at the sole discretion of the management.
10. **Attestation:** You should produce at the time of reporting for duty the attested photocopies of certificates regarding your age, educational qualification and experience if any. You shall also produce self-attested copy of your PAN Card, Aadhaar Card and first page of your current Bank Account for account details. A detailed list of documents to be brought at the time of joining is attached as Annexure – A.
11. **Other Information:** Your appointment will be subject to your furnishing such information as the Company may require from time to time and subject to your services being applicable in the light of the information furnished.

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



12. **Termination:** This Appointment Letter can be terminated without any notice or compensation in lieu thereof with or without reason. Upon termination, you agree to handover any and all relevant documents and work product to the Company, without delay. In the event the Trainee terminates this Appointment without giving the required, Company shall have the right to recover One (1) month's Stipend from the balance dues. However, Company reserves the right to terminate the Services without any notice period, if the Trainee is found to be guilty of any misconduct or breach of service conditions and the Trainee shall not have entitled to any severance benefit. In the event of unauthorized absence or absence without permission or approval from duty for a continuous period of 5 days, Company may at its sole discretion terminate the Trainee's association with or without any notice of termination or notice pay.
13. **Confidentiality:** You will not disclose any confidential information or trade secret of the company or any of its affiliates to any unauthorized person or persons or misuse the confidential information or trade secrets of company or any of its affiliates. If at any given point in time, it has been found that the Trainee is associated with any competitor company, Rupeeseed Technology Ventures Pvt. Ltd. shall not be liable to pay any dues owed to the Trainee. The Trainee will not, whether in the employment of Rupeeseed Technology Ventures Pvt. Ltd. or not at any time, without the consent of Rupeeseed Technology Ventures Pvt. Ltd. in writing, disclose, divulge or make public except under legal obligations, accounts, transaction or dealings of Rupeeseed Technology Ventures Pvt. Ltd. which ought not to be disclosed or made public. Indulgence in such activity shall render you liable for termination with immediate effect, notwithstanding any other terms mentioned in this offer letter. Also, breach of these terms shall render you liable for all Civil and Criminal action against you as deemed fit and proper. The Company further reserves its right to initiate all actions against you for recovery of losses and damages incurred by the Company due to breach of these terms by you.
14. **Copyright:** All the research done and data generated including that of the client database is the sole property of Rupeeseed Technology Ventures Pvt. Ltd. Unauthorized storing, copying, deleting or transmitting (in hard/soft or any other means) of any other information will be in breach of contract and is a serious legal offence strictly prohibited. This will lead to immediate termination without any notice. All losses on such offenses will have to be fully compensated in monetary terms.
15. **Declaration:** If any statement, declaration or information given by you is at any time found to be false or untrue or if any material particular is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



16. **Separation:** In the event, you decide to separate from the Training Programme of the Company before the end of 2 years from the date of joining, you shall provide a 30 days clear notice to this effect in advance. The Company shall provide you a report card for your performance with the Company along-with the statement of dues towards the total costs incurred on your training & development, which you shall be liable to pay forthwith. In case you terminate the job within one month of your joining without intimation, no compensation will be paid for the days present. Management's discretion will be final for withholding and/or deductions to be made from your full and final settlement, at all times.
17. **Full & Final Settlement:** Your Full & Final settlement will be done after 60 days from your last working date. At the time of leaving the job you will have to surrender all Company property including the Identity Card, lap-top, hard-drives, pen-drives, all work-related documents in your custody, which are in your possession at the time of termination related to the Company / its affiliates / its group companies, and clients thereof.
18. **Recoveries:** As the Company intends to spend on your training programmes internally and externally, the Company reserves its right to recover the Costs incurred on you for attending the Training Programmes provided you leave the Company, before completion of 2 years of your training period. The Company shall be intimating you at end of every six months the list of training programmes conducted for your development, the Costs incurred thereon, your performance therein and your progress thereafter.
19. **Intimation:** Any changes in your Permanent / Present residential address or contact information and personal email id should be notified to the Company in writing immediately. All communication will be addressed to you at the last address notified by you and it will be presumed that you have received such communication addressed to you within the normal time taken for this purpose. The management shall not be held responsible for non-receipt of such communication for whatever reasons.
20. Notwithstanding anything contained herein above, the Company may terminate your services forthwith, without notice or Stipend in-lieu thereof, if it is found that you have violated the Rules and Regulations of the Company or committed breach of confidentiality or lost confidence of the management.

The Employee and the Company acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of the

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



Company. The parties undertake to at all times observe and be bound by the spirit of this agreement.

I have read this letter and fully understood the terms and conditions of my services and I accept the same without any reservations.

As a token of your acceptance of this offer letter and the terms and conditions governing your training period, you are requested to return the duplicate copy of this letter, duly signed.

With immense pleasure, we welcome you to our family, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

For Rupeeseed Technology Ventures Pvt. Ltd.

I Accept the above

Sandeep Kumar
Manoharan

Digitally signed by Sandeep Kumar Manoharan
DN: cn=Sandeep Kumar Manoharan, o=Rupeeseed
Technologies Pvt. Ltd., postalCode=400018, st=Maharashtra
serialNumber=10110500219844206506, email=Sandeep.Manoharan@rupeeseed.com, c=IN

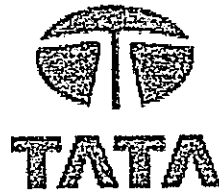
Sandeep Manoharan
Director

Ms. Sonali Patne

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com



Offer: Computer Consultancy
Ref: TCSL/DT20195197438/Mumbai
Date: 13/09/2019

Mr. Raju Kanu Prajapati
Block 19, E-304, New Home Residency, Yashwant Srushti Palghar Road,
Yashwant Srushti,
Boisar-401501,
Maharashtra.
Tel# 91-9665285759

Dear Raju Kanu Prajapati,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

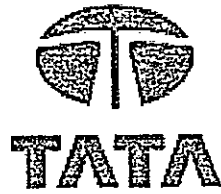
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yashwantrao Chavan Building, Center, Subhash Nagar, Pokhara, Road No 2, Thane, West - 401 601, India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2150 website: www.tcs.com
Regional Office: Nirma Building, 9th Floor, Nariman Point, Mumbai - 400 045
Tata Consultancy Services Ltd. 2000, 9th Floor, Nariman Point, Mumbai - 400 045



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

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Registered Office: Karmal Building, 9th Floor, New Market, Bangalore - 560009

TCS Client Services: 1800 209 2091 (Toll Free) 24x7



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 TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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 expenses towards professional membership as per TCSL's policy.

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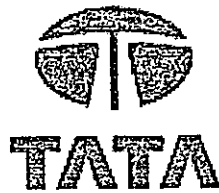
Tata Consultancy Services Limited

Yashwantrao Chavan Centre, HRD Centre, Subhash Nagar, Pokhara Road No.2, 4th Floor, Mumbai - 400 007, India

Phone: 91 22 6778 2000-2252 Fax: 91 22 6778 2150 Web: www.tcs.com

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Phone: 91 11 2610 9600 Fax: 91 11 2610 9601 Email: hr@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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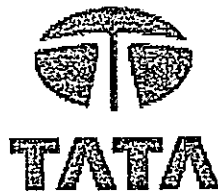
Tata Consultancy Services Limited

Central Park, Opp. Vastu HRD Training Center, Subhash Nagar, Pashan, Road No. 21, Bandra West, 400 601, India

Tel: 91 22 6789 2000/2002 Fax: 91 22 6789 2000 Website: www.tcs.com

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

TCS Careers Service Line: 1 800 099 1 117 (toll free) Email: careers@tcs.com



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

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TCS Client Services: 1800 430 1333 (toll-free) or 022 4779 1000



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

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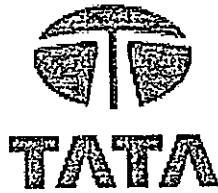
Tata Consultancy Services Limited

Santra Park, Opp. State Bank BLDG, Center, Subhash Nagar, Pokhriani Road No. 2, New Delhi - 110028, India

Phone: 91 11 2778 2000 Fax: 91 11 2778 2190 Website: www.tcs.com

Chennai: 10th Floor, Nirmal Building, 9th Floor, Narayan Point, Marina Road, Chennai - 600006, India

Phone: 91 44 2334 1100 Fax: 91 44 2334 1111 Email: hr@tcs.com, recruitment@tcs.com



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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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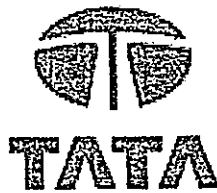
Tata Consultancy Services Limited

Central Park, Opp. Veeras HRD, Rajarhat, Subhash, Near Pelt, Kolkata, India. Phone No: 91 33 4778 2000 West: 400 601 India

Tel: 91 33 4778 2000 Fax: 91 33 4778 2000 Website: www.tcs.com

Registered Office: 10th Floor, 10th Floor, New Market, Mumbai - 400 002

TCS Careers: www.tcs.com 1800 109 1011 Email: careers@tcs.com



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

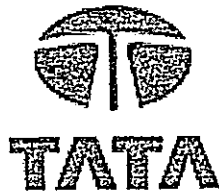
You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Tata Consultancy Services Limited

Yantra Park, Opp. Wipro HRD Center, Subhash Nagar, P. Ch. Road No. 2, Thane, West. - 400075 India
Tel: +91 22 6788 2000/2222 Fax: 91 22 6788 2100 Website: www.tcs.com
Registered Office: National Building, 9th Floor, Nariman Point, Mumbai, India
Customer Service Centre: 1800 209 1111 E-mail: cs@tcs.com



Withdrawal of Offer

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

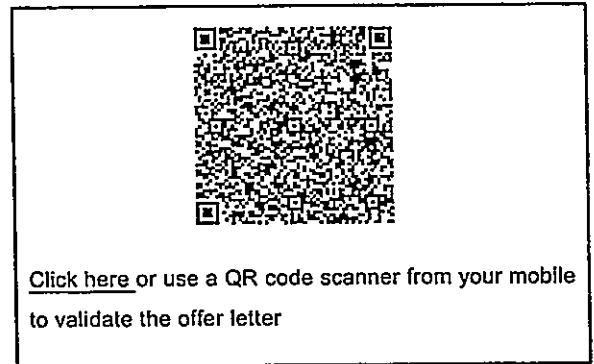
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Raju Kanu Prajapati
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
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

TCS Confidential

TCSL/DT20195197438

TATA CONSULTANCY SERVICES

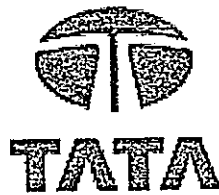
Tata Consultancy Services Limited

Mantra Park, Opp. Vastu HRD Training Center, Subhash Nagar, Pashchim Road No 2, Thane, West - 400 601 India

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

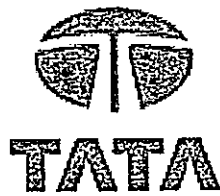
Registered Office: Annual Building, 9th Floor, Nariman Point, Mumbai - 400 025

TCS Client Services: 1300 451 1111 (toll free) or 022 6778 2000



Annexure 2

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



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

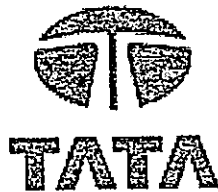
- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

- (d) Customer and prospective customer lists, and

- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

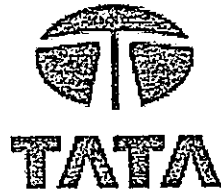


2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

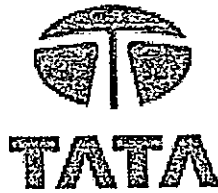
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

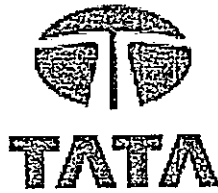
10. General

(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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

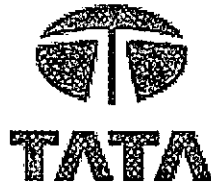
(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20195197828/Mumbai
Date: 13/09/2019

Mr. Shreyas Nandkishor Patil
Type C-80/3, Barc Colony Boisar Tarapur,
Chitralaya,
Mumbai-401501,
Maharashtra.
Tel# -

Dear Shreyas Nandkishor Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TATA CONSULTANCY SERVICES

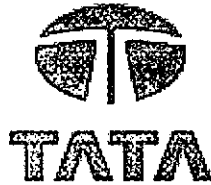
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trng. 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: Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: career@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

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2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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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 TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

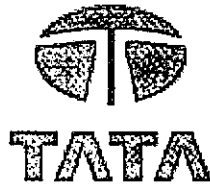
XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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).



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

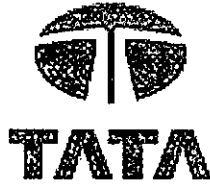
Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

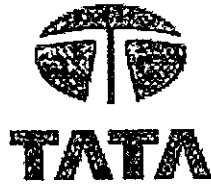
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a 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

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TATA CONSULTANCY SERVICES

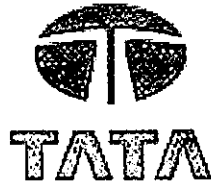
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TCS Career Centre India: 1800 209 4111 Email: careers@tcs.com



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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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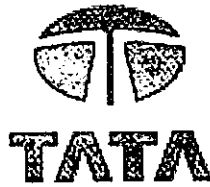
Tata Consultancy Services Limited

Central Park, Opp. Vastu Bhawan Building, Sakinaka, Sakinaka, Road No. 2, Thane, West-400 601 India

Phone: +91 22 6779 1000 Fax: +91 22 6779 2190 Website: www.tcs.com

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

TCS Careers Service Line: 1800 297 3111 Email: careers@tcs.com



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

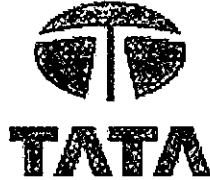
Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

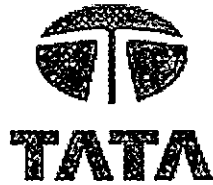
You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

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

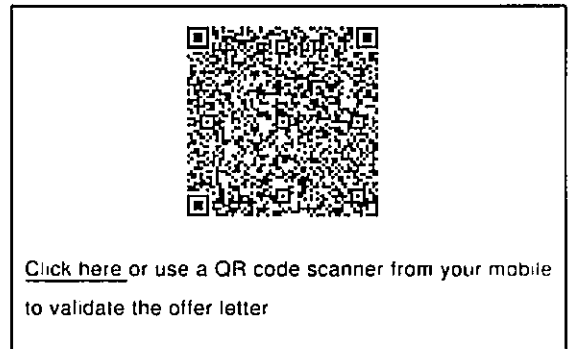
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Shreyas Nandkishor 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
Xplore/ Learning Incentive****		Upto:60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

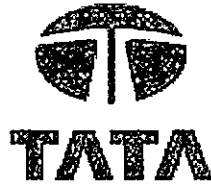
**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	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

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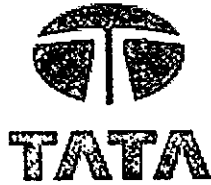
TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Yashra 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 2190 Website: www.tcs.com
Registered Office: Kinnal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Centre: 1800 294 3111 Email: careers@tcs.com



Annexure 2

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



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

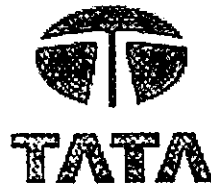
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

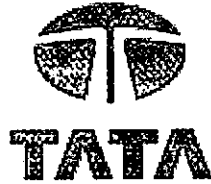


2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

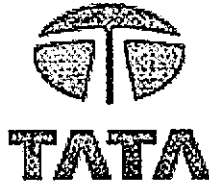
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

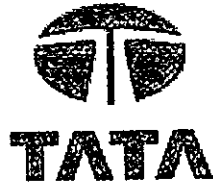
10. General

(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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

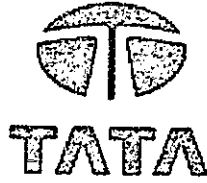
(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20195203677/Mumbai
Date: 13/09/2019

Ms. Pooja Manjunath Naik
A104, Kailash Bhavan Diwanman Marg,
Diwanman,
Vasai West-401202,
Maharashtra.
Tel# 91-8793528133

Dear Pooja Manjunath Naik,

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.

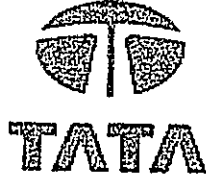
Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited



Withdrawal of Offer

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

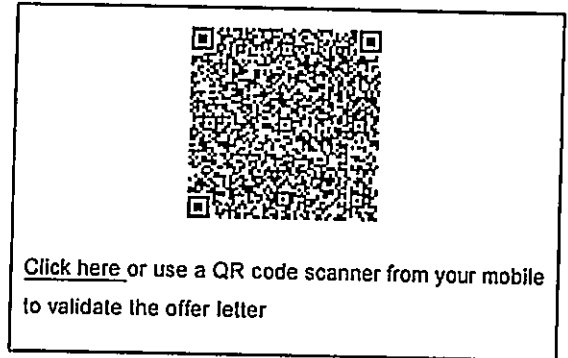
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

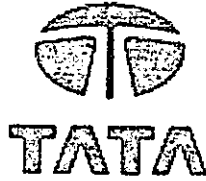
Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Pooja Manjunath Naik
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
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Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

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TCSL/DT20195203677

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: TCS Building, 100, Nariman Point, Mumbai - 400021, India

Registered Office: TCS Building, 100, Nariman Point, Mumbai - 400021, India

Registered Office: TCS Building, 100, Nariman Point, Mumbai - 400021, India



Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Biswajeet Mahapatra

College: Aidel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Biswajeet Mahapatra,

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.

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[ajays@sjcem.edu.in](#) | [Google Account](#) | [Settings](#) | [Help](#) | [Sign out](#)

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offer Letter

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Fwd: Selection in Graduate Rotational Internship Program

Saujanya Patil <saujanyaspatil6@gmail.com>

To: [ajays@sjcem.edu.in](#)

15 August 2020 at 14:11

[Reply](#) [Reply all](#) [Forward](#) [Print](#) [Share](#) [Print preview](#)

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

From: GRIP @ The Sparks Foundation <grip@thesparksfoundation.org>

Date: Fri, Aug 14, 2020, 11:39

Subject: Selection in Graduate Rotational Internship Program

To: <saujanyaspatil6@gmail.com>

Dear Aspirant,

Congratulations! You have been hired for the September 2020 batch of the Graduate Rotational Internship Program (GRIP) of The Sparks Foundation (TSF). Your 1-month internship commences on September 8, 2020.

Before we send you an onboarding email, please help us understand you better and verify your credentials. For this, go through this link and follow the steps exactly as mentioned in it: <https://drive.google.com/file/d/1R7c3lH0pKzzPEjU86otv91O0vY16Xv16w/view>

Please note that you are required to fill two forms as mentioned in the above document. The Interests & Skills Form will let us your preference and skills of the four offered internships while the second form will be used to verify your details. You will receive an onboarding email before the end of September 7, 2020, and only if you have filled out the two Forms. For any queries related to the Forms, please go through the Guidelines link mentioned in the document

For FAQs on timeline, result, offer letter, joining, format etc. <https://www.linkedin.com/company/the-sparks-foundation>

Please read the FAQs and Guidelines document whenever you have a doubt. If it is not covered in these documents, write to us on grip@thesparksfoundation.org

You can also connect with our interns and follow us through our LinkedIn pages.

- <https://www.linkedin.com/company/13025083/>
- <https://www.linkedin.com/in/the-sparks-foundation/>

We are looking forward to having you in our team.

Best Regards,
Team GRIP
The Sparks Foundation

Quick Reply

To: Saujanya Patil <saujanyaspatil6@gmail.com>

[More Reply Options](#)

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505, Windfall, Sahar Plaza Complex, Andheri Kurla Road, Andheri (W),
Mumbai - 400 059, INDIA. Tel: +91 22 6151 3002 Fax: +91 22 6151 4001
Email: simulation@tecknotrove.com Web: www.tecknotrove.com
CIN: J31909MH2002PTC136722

Appointment Letter

Date:- 10.09.2020

To,
Mr. Aman Jaiswal,
C-101, Dattani Village,
Bldg No. 1,
Near Dattani Square Mall,
Papdy Road, Vasai (West) - 401202
Tel: 9970561241
Email ID: Jaiswalrishi95@gmail.com

Dear Mr. Aman Jaiswal,

We are pleased to appoint you as "Programme Intern" in "Tecknotrove Systems Pvt Ltd" on 7th September 2020 at our Mumbai Office

Our appointment will be governed by work policy appended herewith.

We welcome you to this organization and trust we will have a long and mutually rewarding association.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us

Your CTC will be Rs. 20,000/- per month

We wish you all the very best in your career with us, and we are confident that you will continue to build on the good work you have started.

Work Policy

1) Work Timings:

The regular working hours of the company are between 9.00 a.m. to 6.00 p.m. with 30 minutes of Flexi time.

2) Attire:

As our professionalism and success continues to grow, staff members need to exhibit the look that confirms our professionalism for our customers, our partners, and our co-workers. Employees are expected to be clean and formally dressed on weekdays (Monday to Friday) & smart casuals on working Saturdays.

3) Company Resources:

There should not be any misuse of the company resources like laptop, computer, storage drives, internet, company details, etc. Usage of social media and personal calls in the premises using company resources will not be appreciated.

4) Lunch time:

There shall be a lunch break of maximum 30 minutes between 01.00 PM and 01.30 p.m. Employees are expected to return to their seat on time after the break.

5) Probation period:

The employee shall be on probation until the company issues a confirmation letter or as mentioned in the employment offer letter.

- The minimum probation period is of 6 months.
- Employees on probation are entitled to only 03 Sick leaves. (Clause as listed in point no. 10 will be applicable)
- Only National Holidays are applicable during the probation period.
- Casual Leaves cannot be availed during the probation period.

6) Half day:

A half-day means 4 hours of working in a day excluding the lunch break of 30 minutes.

7) Late mark:

Late entry will be marked for any employee arriving office after 9:30 a.m. Three (03) late attendances in a month will be counted as One (01) absenteeism.

8) Weekly Off:

Sunday is considered as a weekly off for all the employees by default.

*Second and Fourth Saturday of every month is considered as an off.

* Subject to work / project requirement, the Management has the right to call off any non-working Saturday with or without prior intimation or without payment liability. Every employee is expected

* Subject to work / project requirement, the Management has the right to call off any non-working Saturday with or without prior intimation or without payment liability. Every employee is expected to be present incase required by the management / team leader, if not then they will be marked as absent.

9) Holidays:

There are 10 holidays declared by the company every year. The same will be shared with the employees at the beginning of every year.

10) Leave Entitlement / Paid leaves:

The Yearly Leave calendar period is 1st January to 31st December

Sick leaves – 06

Casual leaves – 14

Note:

- 1) The paid leaves can be availed on proportionate basis after confirmation only.
- 2) No leave shall be admissible during the probation period / extension and any leave availed during this period will be considered as without pay
- 3) Application for leave, followed by approval is mandatory for all leaves of absence. In case, the employee doesn't receive approval or denial of the leave request, it should still be considered as denial of approval

Casual Leave:

No. of leave days	Leave should be applied before
Upto 02 days	07 days in advance
More than 02 days	15 days in advance

* The balance casual leave at the end of the current leave calendar will be carried forward to the subsequent year for one year only.

Sick Leave:

The employee can avail sick leave on medical grounds. It is the responsibility of the employee to inform about his/her sickness to the respective Reporting Manager at the earliest and the same is to be applied within two days after availing the leave. If the Sick leave exceeds 02 days then the same must be supported with certificate from the registered medical authority failing which it will not be considered as a sick leave and will be considered as absenteeism.

* All Sick leaves lapses at the end of leave calendar

11) Compensatory off:

The employees can claim compensatory off for working on a Sunday and on a National Holiday (as per the holiday list) if asked by the Company. Minimum Six (06) hours of working will be taken into consideration while sanctioning the compensatory off

12) Code of Conduct:

In dealing with each other, employees shall uphold the values, which are at the core of our HR Philosophy - *trust, teamwork, mutuality and collaboration, meritocracy, objectivity, self respect and human dignity*. Organization will focus on meritocracy, equity and upholding of Company values in all people processes including performance management systems, appraisals, remuneration and rewards

13) Gender Friendly Workplace:

As a good corporate citizen, we are committed to a gender friendly workplace. It seeks to enhance equal opportunities for men and women, prevent/stop/redress sexual harassment at the workplace and institute good employment practices. The company maintains an open door for reportees, encourages employees to report any harassment concerns and is responsive to employee complaints about harassment or other unwelcome and offensive conduct. Company demands, demonstrates and promotes professional behavior and respectful treatment of all employees.

14) Anti-harassment Policy:

Company seeks to provide a work environment in which all employees are treated with respect and dignity and that is free of harassment and bullying based upon an employee's race, colour, ethnic origin, nationality, national origin, religion or belief, sex, sexual orientation, gender reassignment, age, marital or civil partnership status or disability.

Such behavior will be treated as potential gross misconduct under the organization disciplinary procedure and could render the employee liable to summary dismissal.

All employees are responsible for conducting themselves in accordance with this policy and the organisation will not condone or tolerate any form of harassment.

15) Whistle blower Policy:

The "Whistleblower Policy" encourages employees to bring to the Company's attention, instances of unethical behavior, actual or suspected incidents of fraud or violation of the Code that could adversely impact the Company's operations, business performance and / or reputation. The Company will investigate such reported incidents in an impartial manner and take appropriate action to ensure that the requisite standards of professional and ethical conduct are always upheld.

16) Health and Safety:

The Company attaches great importance to a healthy and safe work environment. We are committed to provide good physical working conditions and encourage high standards of hygiene and housekeeping.

17) Non Disclosure Clause:

The Company attaches great importance to confidentiality of any project, task, information or data shared within the organization or by the client. Every employee is bound by a Non Disclosure clause and will not disclose, discuss any such information in any form written or oral with any third party or individuals outside of the team. In case of leak of information identified the same will attract legal actions and penalty depending on the subject.

18) Non-Compete

Any employee working in the Company is bound by a non-competite clause wherein he/she will not take up any engagement of part time or full time / employment with any of the Company's competitors or a potential competitor. Any such engagement / employment will be considered a breach of agreement and will be liable to legal action and penalty depending on the subject.

Separation Policy:

Separation Policy:

Separation from the employment can take place in 2 ways in the system. However a standard protocol will be followed in both the cases where the employee will have to follow each step of the exit formalities and get 2 forms signed by the concerned authorities i.e. Exit Interview form & Clearance Form

(a) Self- Resignation:

Employees who wish to resign will first have to inform the reporting manager, concerned department & HR via Mail and also discuss the same in person with them. They will have to serve entire Notice period that they are liable for (as per the respective band) failing which the same amount will be deducted from their full and final settlement. Complete handover of their roles & responsibilities along with submission of all the company assets & features will be important which has to be done on the last working Day. In this case employee will be receiving Relieving Letter

(b) Termination:

The Company can terminate the employee by giving 1 month of notice period. The Company can also terminate the employee on any given point of time on the basis of Non-performance, Breach of conduct, Non Disciplined & Misbehavior, Found Guilty, etc without any notice period and from immediate effect. In this case the employee will receive Termination letter

A) Notice period:

- The notice period is provided to assist with the handover of charge/ responsibilities to the next incumbent.
-

- Duration of notice period is 2 months for confirmed employees and 15 Days for employees on probation, as per the terms of employment.
- For all purposes, the date of intimation of resignation will be the start date for computing the notice period duration. In case the resignation is received on a company holiday, Notice period duration will commence from the next working day.
- In case the employee fails to serve the notice period, salary for this period shall be recovered (at the rate of gross salary) for the shortfall. This amount needs to be paid by the employee in the form of a demand draft and shall not be adjusted against the available leaves.
- Leave during notice period shall be permitted only for emergency/health reasons, subject to Manager's approval and after necessary documentary evidence. For business reasons, the manager will have right to extend the notice period by the quantum of leave/s taken.

B) Handover:

- Handover should be given to the immediate Reporting Manager in order to continue with smooth business operations.
- Employees dealing with clients are required to inform his/her clients of their exit move from the company and should give the contact information of the incumbent (New manager) who will be handling their accounts. Not doing so, may impact the FNF process.

C) BOND & SERVICE AGREEMENT

- At the time of resignation, if an employee is under any bond or service agreement, he/she will be required to fulfill the conditions as stipulated under the applicable bond / service agreement and the release of the employee shall be subject to this.
- At the time of resignation, if the employee has failed to adhere to serving the minimum one-year continuous period of employment with the company, the company shall, at its discretion will not issue the letter of experience.

Others:

- Once HR receives intimation of an employee's resignation, his/her salary for the last current month will be stopped and released with the final settlement.
- The resigned employee is required to update all leave details and clear off any outstanding dues towards (any) company loan, Advance expenses claim or any salary advance prior to date of leaving.
- Full & Final settlement will be done within 45 working days from the last working day. However if it is delayed, the employee can contact the Head HR of the location.
- Completion of full and final settlement and release of relieving letter will be subject to the concerned employee having completed handing over formalities to the satisfaction of his immediate reporting authority and having obtained clearance from all concerned departments as given in the clearance form.

GENERAL TERMS:

The Management trusts that you have not provided any false declaration or willfully suppressed any material information. In an unlikely event if this happens, you will be liable for removal from services without notices

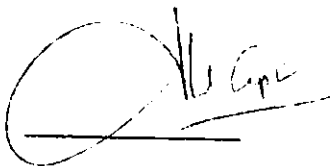
These terms supersede and replace any existing understanding, minutes or Agreement on this subject between the parties

On separation for whatsoever reason you will hand over to the Company with a covering letter, all correspondence specifications, formulae, books, documents, data, drawings any other article vehicle or accommodation if any. This will be condition precedent for settlement of your final accounts. Non-compliance of this clause will give liberty to company to make adjustment of cost of property or document or any other article as well as damages from your full and final dues and to recover the remaining amount if any by other mode of recovery

CONFIRMATION

Please confirm the above terms having been correctly reproduced and being agreed upon by making your endorsement below

For Tecknotrove Systems India Pvt. Ltd

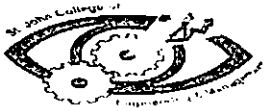


Director
(Shantanu Gupta)

I confirm that the above terms and conditions are correct reproduction of what I have discussed and agreed upon with Management

(Aman Jaiswal)

(Signature of Employee)



Namdev Patil <namdevp@sjcem.edu.in>

Fwd: Letter of Intent - George Spurjan Kumar - Ref. No.: 9467618

George Abraham <george.abraham.george.99@gmail.com>
 To: ajays@sjcem.edu.in, namdevp@sjcem.edu.in

7 January 2021 at 12:44

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

From: <careers@wipro.com>

Date: Tue, 28 Jan, 2020, 01:00

Subject: Letter of Intent - George Spurjan Kumar - Ref. No.: 9467618

To: <george.abraham.george.99@gmail.com>

Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 28, 2020

Dear George Spurjan Kumar,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459

Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

OFFER LETTER

Date: 18th February 2020

Shubham Singh

Sub: Your appointment as a Software Engineer (Offer Letter)

Dear Shubham,

We, Zeus Systems Private Limited (Company), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from 1st June 2020 ("Effective Date").

Roles and Functions

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

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of INR 550,000 (Rupees five lac fifty thousand only) per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under SCHEDULE 1.

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

In the event you join the Company within 60 (thirty) days from the Effective Date of this Offer Letter.

Probationary Period:

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

Location

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

Hours of Work and Leaves

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

Non-Compete and Non-Solicit

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

Confidentiality

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

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 10 days prior written notice to the other party.

Covenants and Warranties

- a) During your employment with the Company, you shall observe and comply with all applicable rules, regulations and policies of the Company, in force for the time being and from time to time.
- b) Prior to onboarding the Company, you shall furnish the following documents at the first day of your joining the Company:
 - Copy of certificates/mark sheets in support of your qualifications and other certificates, if any
 - Copy of relieving letter/last drawn salary slip from your previous employers
 - Copy of government identities; and
 - 5 latest passport size photographs.

6. Other detailed terms and conditions of your appointment with the Company shall be as enumerated under the Appointment Letter and shall, inter alia, contain the below mentioned provisions: (i) Your duties towards the Company, (ii) Business Protection Agreement, and (iii) Termination.

You are requested to indicate your acceptance of the terms contained herein by signing/ executing and returning a copy to the Company.

Sincerely yours,
For and on behalf of Zeus Systems Private Limited



Mina Chodankar
Director Admin

I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof. I hereby accept the aforesaid terms and conditions and agree to abide by the same.

Shubham Singh
25th February 2020

SCHEDULE 1

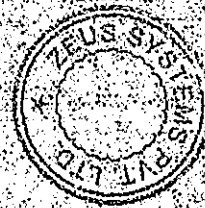
The Breakup of your compensation is as follows

Components of Salary	(Figures in INR/ per annum)
Basic	165,852.00
HRA	99,516.00
Conveyance Allowance	19,200.00
Special Allowance	200,904.00
Company PF Contribution	22,224.00
Total	507,696.00
Annual Discretionary Bonus	42,304.00
Gross Annual Compensation	550,000.00

In addition to the above you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs.5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

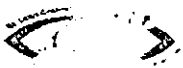
I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof | hereby accept the aforesaid terms and conditions and agree to abide by the same.

Shubham Singh
25th February 2020



Search Gmail Drive Calendar Sites Contacts More... aajays@sjcem.edu.in | Google Account | Settings | Help | Sign out

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Offer Letter

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New window

Fwd: Zucol Services Pvt Ltd - Offer for Employment

From: Arti Chand <chandaartipostage@zucol.com>
To: aajays@sjcem.edu.in, namratty@sjcem.edu.in
Subject: Fwd: Offer for Employment

4 January 2021 at 15:44

Forwarded message
From: Zucol Services Pvt Ltd <offer@employee.zucol.in>
Date: Tue, Dec 29, 2020 at 11:51 AM
Subject: Offer for Employment
To: <poorjathare@zucol.com>

Dear Candidate,

Zucol Services Pvt Ltd

is offering you the position of Allocator and your Date Of Joining would be 21

offer letter will be issued to you on your joining. You are requested bring the following documents (Original & Photocopy both) at the time of joining:

1. Co- Curricular,

2. Character

3. Certificate etc. for verification.

4. Training should be of 15 Days.

5. Termination will be on the basis of your performance and behavior in the first 7 days of training than this tenure of 7

6. Documents required to be mailed at the time of joining :-

1. All relevant certificates – 10th, 12th, Diploma, Degree mark

2. ID Proof (Any of these – Valid Passport, Driving License, Voter ID

3. Experience from previous employer (s) (If any)

4. Bank statement of previous employer (s) (If any)

5. Salary slip for last 3 months from the previous employer (s) (If any)

6. Affidavit statements (If any)

8. Copy of PAN Card

9. Transport stamp photograph (Self)

Note: Reporting time would be 09:30 AM.

Address: Plot No. 10, Phase 1, JMD Megapolis IT Park, Sohna Road, Gurugram, Haryana

Your response via email is required.

Thanks,

If you have any queries, feel free to contact us at Zucol Services Pvt Ltd

Quick Reply

To: Aarti Chand <artichand@zucol.com>

To all: Aarti Chand <artichand@zucol.com>, Namdevp@sp...

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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 financial affairs of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda, or any other information which is confidential to the Company or which the Company is under a legal 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 relationships and may amount to invasion of privacy or a misappropriation of trade secrets.

Code of Conduct - Link & Co. 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 and policies relating to their dealings with you in various business transactions. We request you to understand, and adhere to this practice and also request you to request you to the same (applicable for vendors or consultants). This information in this regard shall be kept confidential. In case of any clarification you do not understand, please contact us.

Business Conflict: On behalf of the conduct of business: trainee should do nothing that might be perceived as an attempt to influence the Company, its clients, or themselves as trainee of the Company.

All employees of Link & Co. Pvt. Ltd., are expected to act in accordance with the highest level of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud, deception, or any other unethical behavior.

Annexure B

1. ...
2. ...
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation Provisional Certificate/Course Completion Certificate
5. Resum
6. ...
7. ...
8. ...
9. ...
10. Canceled C ... /Bank Passbook
11. Pasted Size photograph
12. All other previous relieving/experience letter(Only for experienced candidates)
13. ... three months' payslip(Only for experienced candidates)

August 25, 2020

Mitul Gandhi
B/404, Padmashree CHS
Opposite St. Francis High School, 100 Feet Road
Vasai Road (W), Palghar - 401202
Mobile: 9158169966
Email: mitulgandhi09@gmail.com
Location: Mumbai
Department: PDT

Dear Mitul,

In response to your application and subsequent interviews, we are pleased to offer you the post of Trainee Software Engineer (Grade: 4a) in our organization. Remuneration details are given in Annexure - 1 to this letter. You shall join the company on or before August 31, 2020.

Zycus would be pleased to have you as a member of the team. We look forward to your fruitful association and a successful career with the company.

This offer letter stands valid subject to: (a) successful completion of your background verification and Reference Check. (b) You joining the company on the above mentioned joining date and successfully completing the joining formalities which also includes your acceptance to Zycus' employment terms and conditions.

Please return one copy of this letter duly signed by you to signify your acceptance to this Offer Letter.

For Zycus Infotech Pvt. Ltd

DocuSigned by:
Sanju Laitonjam
4C98CC9C9C0A414

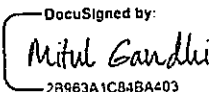
Sanju Laitonjam
Director – Talent Acquisition

I agree and accept this job offer indicated in this offer letter and the annexures to this offer letter.

I shall report for duty on the above mentioned joining date.

Date: Aug/26/2020

Name: Mitul Gandhi

Signature: 
DocuSigned by:
Mitul Gandhi
28963A1C848A403

Encl: Annexure - 1 – Remuneration Details

ANNEXURE - 1

REMUNERATION DETAILS

Salary Components	Value per month (INR)	Value per Annum (INR)
Basic	16,042	192,500
HRA	8,021	96,250
Special Allowance	5,721	68,650
Children Education Allowance	0	0
LTA	0	0
Meal Coupon	0	0
Communication & Connectivity Allowance	500	6,000
Employer's Contribution to PF	1,800	21,600
Fixed CTC	32,083	385,000
Performance Linked Incentive		0
Total CTC		385,000


Apart from the above, employees are entitled to following benefits as per the policy of the company:

1. Employer's Contribution to ESIC (Wherever Applicable)
2. Gratuity as per the Payment of Gratuity Act, 1972.

Other benefits which are provided at the discretion of the management are:

3. Medical Insurance Policy of INR 400,000/- (Rupees Four Lakh Only)
4. Personal Accident Insurance Policy of INR 100,000/- (Rupees One Lakh only)

For Zycus Infotech Pvt. Ltd

DocuSigned by:

 4C98CC9C9C0A414


Sanju Laitonjam
 Director – Talent Acquisition

Prepared By

DocuSigned by:

 9D4684587A9943C
Nisha Joshi

Agreed & Accepted By

DocuSigned by:

 2B963A1C84BA403
Mitul Gandhi

EMPLOYMENT AGREEMENT

Employee's Name: Mitul Gandhi

For the clauses mentioned herein below the meaning of the words "inventions", "works" and "confidential information" shall mean and include the following definition respectively

"Inventions" means any new or useful art, discovery, new contribution, finding or improvement (including without limitation any technology, computer programs, test, concept, idea, apparatus, device, mechanism, equipment, machinery, process, method, composition of matter, formula or technique), whether or not patentable, and all know-how related thereto, that has been made, created, developed, written or conceived by me (i) in the course of my employment, (ii) relating to the actual or anticipated business of the Company, or (iii) with the use of the Company's time, material, proprietary information or facilities.

"Works" means any materials for which copyright protection may be obtained, including without limitation computer programs (including designs, pseudo-code, prototypes, blueprints, internet software and applets) that has been made, created, developed, written or conceived by me (i) in the course of my employment, (ii) relating to the actual or anticipated business of the Company, or (iii) with the use of the Company's time, material, proprietary information or facilities.

"Confidential Information" means information (i) disclosed to or known by you as a consequence of your employment with the Company, (ii) not generally known to others outside the Company, and (iii) which relates to the trade secrets or otherwise to the research, development efforts and methodologies, testing, engineering, manufacturing, marketing, sales, finances or operations (including without limitation any processes, formulae, methods, techniques, devices, know-how, manufacturing processes, customer lists, sales statistics, tactics and projections, marketing strategies and plans, and personnel information or data) of the Company or of any other party including but not limited to customer's existing or old, prospects, partners, vendors, distributors, licensors which has entrusted such information to the Company in confidence.

"Indirectly" means by observing any work around of joining any other organization or not working for any organization for certain time period and then joining Company's Active Partner or any Competitors within a period of one year from the date of leaving Zycus' employment.

"Company's Active Partner" means those entities which have done business with Zycus in the past Three (3) years before termination (resignation) of employee's employment with the Company, and have earlier executed agreement with the Company to work as partner on Company's customers and potential prospects related projects/deals. It shall also include affiliates and subsidiaries of such entities.

"Competitors" mean all those entities which are currently mentioned in the Gartner's magic quadrant report for Strategic Sourcing Application suites and P2P Suites and shall also be construed to include all those entities which would be present in the Gartner's magic Quadrant at the time of termination of the employee. This shall also mean to include any other legal names of those entities and their respective parents, sister concerns, subsidiaries, affiliates, related entities, joint ventures and each of its and their predecessors, successors, and also include any change of name if taken place in future and shall apply to any such geographical location wherein those entity as mentioned in the said list has its place of business or produces, sells or markets its goods and services by any other name whether known or not known.

"Notice Period" - This will be applicable to you once you have been confirmed as a permanent employee of the Company. At the time of your termination or resignation from the employment, if your grade is 5b or below, then you will serve the Notice Period of 2 months. Similarly, if at the time of your termination or resignation, your grade is 6a or above, you will serve the Notice Period of 3 months. You shall be responsible to perform such jobs within the company as may be directed by the management during the Notice Period.

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Mitul Gandhi

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The words "you", "me", "I" mentioned here in this agreement refer to the employee.

1. You will be on training for a period of 18 months and may be confirmed as permanent employee upon successful completion of your training period. The Company reserves the right to terminate your employment by giving a 15 days' written notice during this training period.
2. Our offer to you as trainee employee is subject to your executing the necessary documents, including the training agreement. You will be required to complete the formalities of the agreement at the time of joining. The agreements mention the scope, terms and conditions and necessary training and contractual obligations of your employment with the Company.
3. Depending on the business needs, resource allocation strategy and/or organizational restructuring of the Company, you may be transferred to any department or required to work in different shifts or any office/establishment (forming part of the Company or any sister concern), whether already in existence or which may come into existence in future, anywhere in India.
4. You will not, without our previous written permission, carry on any business, trade or profession, or enter for any part of your time, in any capacity, the services of or be employed by any other firm, company, or person. You will devote your full time and attention to your duties to promote the interests of our organization.
5. The company reserves the right to terminate your employment during the said training period (i) by providing fifteen days' notice to you or (ii) as per clause No. 6 mentioned in the Training Agreement signed by you. After completion of training period, the company reserves the right to terminate your employment by giving a written termination notice of the period applicable to you as per the Notice Period or payment of the said period i.e. salary, thereof. Further, if you choose to leave the company after the completion of your training period, you are required to serve the applicable 'Notice Period'. If you fail to serve the required Notice Period, it shall be construed as a material breach of this agreement on part of the employee.
6. Notwithstanding anything mentioned under the training agreement, if you chose to resign from the Company under the clause 6(b) of the Training Agreement, apart from your obligation for Default under the Training Agreement, you are also required to serve a Notice Period of two months from the date of your resignation. You shall be responsible to perform such jobs within the company as may be directed by the management during the Notice Period.
7. Notwithstanding anything mentioned under the training agreement, your absence for a continuous period of eight days or more (including absence when on leave though applied for and not granted) would make you lose your lien on the job and your services shall automatically come to an end without any notice or intimation to you by the management. The management will presume that you have abandoned the employment on your own accord and this shall be construed as material breach of the Agreement and you shall be liable to pay the agreed compensation amount as mentioned in the training agreement. If you abscond or leave the employment, after the training period without serving the required Notice Period, it shall be construed as material breach of this agreement and you shall be liable to indemnify the company for any loss caused to the company, which shall not be only limited to the applicable salary in lieu of Notice Period, and no other payment will be made by the company whatsoever.
8. Leave salary will be paid according to the rules of the company.
9. At the discretion of the Company, and as indicated in the offer letter you may be entitled to receive any joining bonus or relocation bonus or any notice pay amount for buying out notice period related to your previous organization. You hereby accept that the Company would be put to substantial financial loss, inconvenience, loss of resources in the event you leave the Company within a period of one year from your date of joining. Hence, notwithstanding any other rights of the Company under this Agreement, if your employment is terminated, within a period of one year of your joining (whether or not after serving the Notice Period), you shall refund to the Company any such amount paid to you. The Company also reserves the right to set-off any such refund due from your end to the Company from any salary which may be due to you from the Company.
10. You will not give to any person or persons, by word of mouth or otherwise, any particulars or details of our technical know-how (including computer data in any form), security arrangements, administrative and/or organizational matters, whether confidential, secret or otherwise, either during the employment with us or afterwards, which you acquire during the course of your employment.
11. You will abide by the rules and regulations and Company Policies and procedures, code of conduct applicable to you as employee of the Company, which are in force for the time being or may be framed from time to time. The Company reserves the right to update or amend the terms and condition of this Agreement for safeguarding the interest of the Company.

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Mitul Gandhi

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12. If at any time during your employment you are found guilty of any act of misconduct or any breach or continuous negligence to the terms of this Agreement or any act involving moral turpitude committed by the employee, or deliberately made loss to the Company, or dereliction of duties, Violation of Company's code of conduct and disciplinary policy, disobedience of the instructions given to you from time to time, the management may, without notice, put an end to your service and terminate the employment with the Company. It is further clarified that in the event of such termination, the Company shall not be liable to any salary or compensation in lieu of the Notice Period.
13. You shall inform in writing to the Company any change of your address.
14. In order for Zycus Infotech Pvt. Ltd. and its direct and indirect affiliates, subsidiaries (herein collectively referred to as the "Company") to maintain a competitive edge, the Company must protect its inventions, discoveries, works of authorship and its proprietary technical and business information. Therefore, I, further agree as follows:
- I will promptly disclose to the Company in writing, all Inventions and Works which are conceived, made, discovered, written or created by me alone or jointly with someone else on the Company's time or on my own time, while I am employed by the Company.
 - All Works created by me, alone or with others, shall be deemed "works made for hire" under the copyright laws and shall be owned by the Company.
 - I hereby assign to the Company all of my rights in all Inventions, and in all Works to the extent such Works may not, by operation of law, be works made for hire.
 - I will give the Company all assistance it reasonably requires to perfect, protect, and use its rights to Inventions and Works. In particular, I will sign all documents, do all things, and supply all information that the Company considers necessary or desirable to transfer or record the transfer of my entire right, title and interest in Inventions and Works; and to enable the Company to obtain patent, copyright, or other legal protection for Inventions and Works. Any out-of-pocket expenses will be paid by the Company.
 - An invention for which none of the Company's equipment, supplies, facilities, or Confidential Information was used and which was developed entirely on my own time is exempted from these terms and conditions so long as it: (a) does not relate in any way to the Company's business, or to the Company's actual or demonstrably anticipated research and development; and (b) does not result in any way from my work for the Company.
 - I will never disclose orally, electronically or in any other manner or use any of the Confidential Information for the benefit of myself or another, unless directed or authorized in writing by the Company to do so.
 - I understand that if I possess any proprietary information of another person or company as a result of prior employment or otherwise, the Company expects and requires that I will honor any and all legal obligations that I have to that person or company with respect to proprietary information, and I will refrain from any unauthorized use or disclosure of such information. I hereby declare that during the course of my employment with Zycus (I) I shall not directly or indirectly transmit, compile, decompile nor store as soft copy or hard copy within the computer system or network of Zycus any confidential information of my previous organization (II) I shall not bring or carry any confidential information of my previous organization in any other storage medium as soft copy or as hard copy. I further declare that there are no restrictive or conflicting covenants in my previous organization's employment terms and conditions which restrict me to join this Company or conflicts to perform the services for this company. "Previous organization" as referred in this clause shall mean to include all those organization (before joining Company/Zycus' employment) which the employee might have directly or indirectly served whether in the capacity as an employee, officer, director, partner, manager, consultant, agent or owner (other than a minority shareholder or other equity interest of not more than 1% of a company whose equity interests are publicly traded on a nationally recognized stock exchange or over-the-counter)
 - All documents and other tangible property relating in any way to the business of the Company are the exclusive property of the Company (even if I authored or created them). I agree to return all such documents and tangible property to the Company upon termination of employment or at such earlier time as the Company may request me to do so.
 - During my employment, neither I nor members of my immediate family will have financial investments or other interests or relationships with the Company's customers, suppliers or competitors which might impair my independence of judgment on behalf of the Company. I also agree not to engage in any competitive activity against the Company, and will avoid

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Mitul Gandhi

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any outside activity that could adversely affect the independence and objectivity of my judgment, interfere with the timely and effective performance of my duties and responsibilities to the Company, discredit the Company or otherwise conflict with the Company's best interests.

- j. During my employment, and for one year after termination of employment with the Company, I will not persuade, induce, or attempt to induce any past or current customer of the Company (other than government agencies and regional, national or international telephone carriers or national retailers) whose identities as such were first made known to me or with whom I first had direct contact in the course of my employment (a) to stop doing business with or through the Company, or (b) to do business with any other person, firm, partnership, corporation or other entity that provides products or services materially similar to or competitive with those provided by the Company, as I understand that the actual or potential customers of the company are confidential information, hence, I should keep the same secret and should not disclose the same to any third party nor use the same information to derive or provide to any third person any independent economic value in conflict with the interest of the company.
- k. During my employment at the Company and for one (1) year after termination of employment, I shall not, directly or indirectly, induce or attempt to induce any employee of the Company to accept employment or affiliation with another firm or entity of which I am an employee, owner, partner or consultant.
- l. The employee hereby acknowledges that by working here in the Company the employee gets acquainted with the Confidential Information and trade secrets of the Company related to its customers, partners and prospects and, further, the employee also gets an in-depth knowledge about Company's know how. The employee is aware that, as applicable according to the job profile, the employee will also be given an opportunity to work on live customer projects along with Company's partners and/or to develop/design/test/implement the products of the Company and its enhancements as per Company's requirement. The employee further accepts, agrees and admits that the nature, quality and number of productive hours spent on inducting the employee and providing on-job training and the handholding to impart Company's know how and Confidential Information on the employee, in order to groom the employee in performing its responsibilities and duties efficiently in the Company, is generally not found in or is available with or imparted by any other similar source as such knowledge and/or training is designed to satisfy the exclusive requirements of the Company and the opportunity to gain access to these knowledge and/or training is solely provided to the employees of this Company. The employee will be provided intensive training by the senior employees who will invest their productive hours in providing periodic feedback on the employee's performance. That upon providing such handholding the employee will be of significant value to the Company as a result of the cost and resources invested by the Company in the employee. The employee is further aware that the Company would earn considerable revenue by hiring out computer time instead of imparting such knowledge there on to the employee. The employee therefore agrees that in the event if he or she directly or Indirectly engages or joins any Company's Active Partner or Competitors in any capacity whether in the capacity as an employee, officer, director, partner, manager, consultant, agent or owner within a period of one year, post leaving (termination by Company or resignation) of Company's employment, then the employee shall pay its 6 months' salary as compensation to the Company. Salary here shall mean the last draw salary by the employee at the time of leaving employment. The employee acknowledges that the above compensation which is required to be paid by the employee is just and fair considering the substantial cost which the Company may incur as a result of loss caused to the Company, transfer of Company's knowledge and know-how to any of the Company's Active partners or Competitors, the replacement cost for hiring and grooming another employee resulting into increase in investment cost of Company, the business impact on the Company in relevance to its customer and potential projects/deals. The employee further acknowledges that the salary being paid to the employee is fair and sufficient consideration for employee's acceptance to this clause. It is hereby further clarified that if the employee after leaving Company observes a cooling period of one year and thereafter if the employee joins Company's Active Partner or any Competitors then the employee is not required to pay any such compensation to the Company. It is further clarified that if the Company terminates the employee during the first 45 days of the training

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Mitul Gandhi

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- period and the Employee joins any Competitor after such termination then the employee will not be liable to pay the compensation mentioned under this clause.
15. If a provision of this Agreement is held invalid by a court of competent jurisdiction, the remaining provisions will nonetheless be enforceable according to their terms. Further, if any provision is held to be overbroad as written that provision should be considered to be amended to narrow its application to the extent necessary to make the provision enforceable according to applicable law and enforced as amended.
 16. The Company may assign its rights under this Agreement to any successor in interest, whether by merger, consolidation, sale of assets, or otherwise. This Agreement shall be binding whether it is between me and the Company or between me and any successor or assigns of the Company.
 17. Nothing in this Agreement prevents or limits the Company from terminating my employment at any time for any reason. I understand and agree that there exist no promises or guarantees of permanent employment or employment for any specified term by the Company.
 18. This Agreement shall be governed by and construed in accordance with the laws of India, without reference to conflict of laws and principles. Any disputes under this Agreement shall be subject to the exclusive jurisdiction and venue of the Courts of Mumbai, and the parties hereby consent to the personal and exclusive jurisdiction and venue of these Courts.
 19. I understand that this Agreement along with the training agreement contains the entire agreement and understanding between the Company and me with respect to the provisions contained in this Agreement, and that no representations, promises, agreements, or understandings, written or oral, related thereto which are not contained in this Agreement will be given any force or effect. No change or modification of this Agreement will be valid or binding unless it is in writing and signed by the party against whom the change or modification is sought to be enforced. I further understand that even if the Company waives or fails to enforce any provision of this Agreement in one instance, which will not constitute a waiver of any other provisions of this Agreement at this time, or a waiver of that provision at any other time.

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representatives, have executed this Agreement as of the date first set forth above.

Zycus Infotech Pvt. Ltd.	Employee, hereby, accepts this Agreement with free consent, without any undue influence, coercion or whatsoever.
Signature: DocuSigned by: <i>Sanju Laitonjam</i> 4C98CC9C9C0A414	Signature: DocuSigned by: <i>Mitul Gandhi</i> 2B963A1C848A403
Name: Sanju Laitonjam	Name: Mitul Gandhi
Title: Director - Talent Acquisition	Title: Trainee Software Engineer
Date: Aug/26/2020	Date: Aug/26/2020

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[More Actions...](#)

[Go](#)

[Newer](#) 35 of about 66 [Older](#)

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Fwd: Your WhiteHat Jr application

[janhavi.keny](#) <simplifyjanhavi@gmail.com>

To: ajays@sjcem.edu.in

11 August 2020 at 13:28

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

From: <noreply@whitehatjr.com>

Date: Sun, 9 Aug 2020 at 15:38

Subject: Your WhiteHat Jr application

To: <simplifyjanhavi@gmail.com>

Cc: <nizwana@whitehatjr.com>, <ajaysharma@whitehatjr.com>, <shantanu.dandrayale@whitehatjr.com>, <qasravisharma@whitehatjr.com>, <loram.natan@whitehatjr.com>

Logo

Hi Janhavi Keny

We had an amazing time interacting with you. It gives us immense pleasure in welcoming you to join the White Hat Jr team. The offer letter acceptance link will be emailed to you separately in order to formally accept or decline this offer by 10 August 2020, failing which offer stands cancelled.

This is a send-only email address, please do not reply to this email. Should you have any questions, please contact ajays@whitehatjr.com

Regards,

Talent Acquisition Team,

WhiteHat Jr

Powered By: [Dynamex](#)

[Reply](#) | [Reply to all](#) | [Forward](#) | [Print](#) | [Delete](#) | [Show original](#)

Ajay Sirsat <ajays@sjcem.edu.in>

To: Namdev Patil <namdevp@sjcem.edu.in>

11 August 2020 at 13:34

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[Show quoted text](#)

Quick Reply

To: Namdev Patil <namdevp@sjcem.edu.in>

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HRD/3T/1000655896/20-21

January 28, 2021

Mr. Shantanu Dilip Pawar
Shwet Pawar'S Bungalow, Atma Shakti Nagar, Near Mseb Colony
Pasthal,
Boisar-401504
India

Ph: 9823802446

Dear Shantanu,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 17:45:54 IST
Reason: Digitally Signed
Location: Bangalore

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

HRD/1000655896/20-21

January 28, 2021

Mr. Shantanu Dilip Pawar
Shwet Pawar'S Bungalow, Atma Shakti Nagar, Near Mseb Colony
Pasthal,
Boisar-401504
India

Ph: 9823802446

Dear Shantanu,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **26-Apr-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

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

Leave

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

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

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

Agreement

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

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 will be as follows:

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

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

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death, and INR 30,00,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 250.

The details of the Scheme would be available to you when you join the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20_____

Sign your name

Print your full Name Location

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.01.28 17:45:54 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Shantanu Dilip Pawar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Shantanu Dilip Pawar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS

BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT

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

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

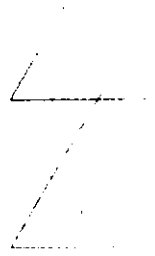
4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Feb 16, 2021

To:
Suhas Digole

Ref: Appointment Letter

Dear Suhas,

This is about your application for System Engineer, we want to thank you for being patient during the initial evaluation & screening process and showing deep commitment in working with us. At the outset of subsequent discussions, you had with us during the interview process, we are extending an job offer as below.

Details of the offer

Title: System Engineer

Cost to Company (CTC): 144000 (Refer detailed salary structure below)

Date of Joining: 18-Feb-2021

Your place of reporting: Mumbai

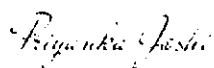
Reporting time: 18-Feb-2021 12:00:00

This offer is contingent upon you submitting employee onboarding documents & passing relevant background checks. You will be issued a detailed appointment letter at the time of your joining.

For any information feel free to reach out to priyanka.joshi@sectona.com

We congratulate on your appointment and we are excited and looking forward to onboard you as System Engineer at Sectona.

Regards,



Priyanka Joshi
HR Generalist
Sectona Technologies Private Limited

Sectona Technologies Pvt. Ltd.

201-202, Mittal Commercial, Asar, Pada Road, Marol, Andheri (E).

Mumbai - 400 059, Maharashtra | CIN No. U72903 MH2017PTC294493

+91 74 1 11341 | [info@sectona.com](http://info.sectona.com)

sectona.com

Salary during training period

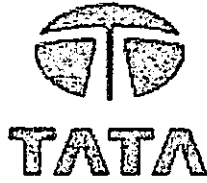
Components	Monthly Amount (INR)
Basic Salary	6000
House Rent Allowance	3000
Variable Allowance	2280
Total Fixed Salary	12280
Employer PF Contribution	720
Gross CTC	12000

Salary post training period

Components	Monthly Amount (INR)	Annual Amount (INR)
Basic Salary	9000	108000
House Rent Allowance	4500	54000
Variable Allowance	2737	32844
Employer PF Contribution	1080	12960
Gross CTC	17317	207804
Group Health Insurance		3000
Gratuity Provision		5196
Total Cost to Company		216000

Notes:

- Your training period will be 180 days from your date of joining. Anniversary date in the company will be considered from the day you complete your training period.
- All non-statutory bonus payments (Performance Bonus or Sales Incentives) are governed by the Bonus Policy of the company.
- Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance.
- Gratuity shall apply as per the 'Payment of Gratuity Act 1972.
- The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, non-adherence as per disciplinary policies etc.
- Statutory Deductions: Sectona Technologies Private Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instance where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Sectona, provide documents/proofs of such payments.
- Please note that the salary structure may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.



Offer: Computer Consultancy
Ref: TCSL/DT20195205200/Mumbai
Date: 13/09/2019

Ms. Shreya Jayesh Patil
C/102, Mohak House No.03, Virar (East) Manvelpada Road,
Sity Mall,
Mumbai-401305,
Maharashtra.
Tel# 91-9860261120

Dear Shreya Jayesh Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

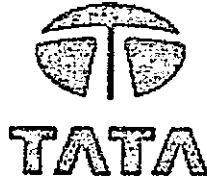
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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Tata Consultancy Services Limited

Registered Office: TCS Building, 101, Colaba Causeway, Mumbai - 400 054, Maharashtra, India
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TCS Building, 101, Colaba Causeway, Mumbai - 400 054, Maharashtra, India



Withdrawal of Offer

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

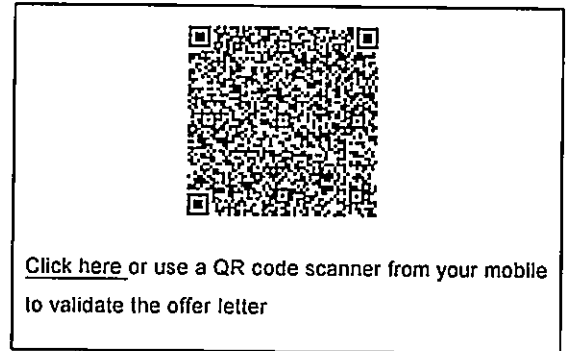
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

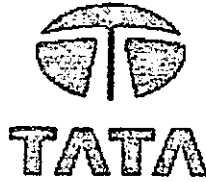
Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Shreya Jayesh 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
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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



Namdev Patil <namdevp@sjcem.edu.in>

Selected Candidates for Trainee Position

1 message

Rahul Jana <rahul.jana@raweng.com>
 To: Namdev Patil <namdevp@sjcet.co.in>
 Cc: HR <hrindia@raweng.com>, Nirav Patel <nirav.patel@raweng.com>

11 November 2019 at 16:39

Hi Namdev Sir,

Greetings from Raw Engineering & Contentstack India Pvt Ltd.

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

Sr no	Candidate Name	College Name
1	Aditya Shukla	St. John
2	Aachal Vartak	St. John
3	Jewel Simon	St. John
4	Ashu Rajinder Kashyap	St. John
5	Yash Shah	St. John
6	Mukesh Paliwal	St. John
7	Rishikesh Rajiv Raut	St. John
8	Shubam Singh	St. John
9	Altaf Shaikh	St John
10	Ajin Varghese	St John
11	Sunil Yadav	St John
12	Adhij Vartak	St John
13	Kritika Poojari	St John
14	Sagar Vartak	St John
15	Roger	St John
16	Janice Rodrigues	St John
17	Hardik kundalia	Universal

Comp

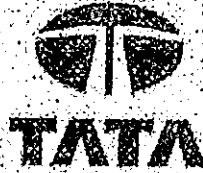
If you have any questions let me know.

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



Offer: Computer Consultancy
Ref: TCSL/DT20195205854/Mumbai
Date: 13/09/2019

Mr. Abhishek Ashok Choudhary
Flat No.:1/Panchganga Building/Bldg No.:18,
Deejaynagar,
Mumbai-401501,
Maharashtra,
Tel# 91-7796338978

Dear Abhishek Ashok Choudhary,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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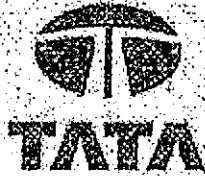
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Poldran 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 Servicing: 1800 209 3111 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

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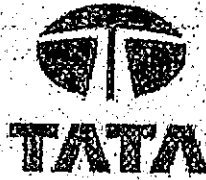
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amount between the components as per your tax plan, once you join TCSL.

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 TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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).

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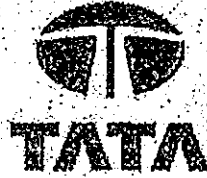
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TCS Careers Service Line: 1800 209 311 | Email: careers@tcs.com



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 expenses towards professional membership as per TCSL's policy.

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Vantara Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West)-400 601 India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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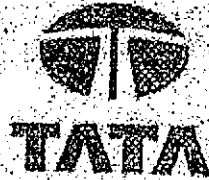
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Poldhara 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 Service Line: 1800 269 3111 Email: careers@tcs.com



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

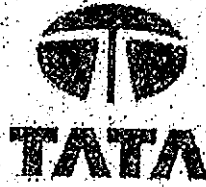
7. Increments and Promotions

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

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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

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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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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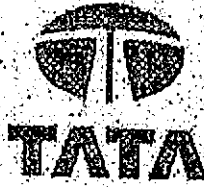
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background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable. (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university.
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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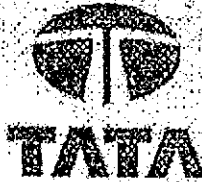
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documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL in spite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

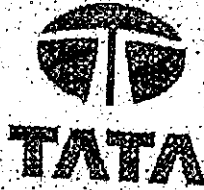
You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer:

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

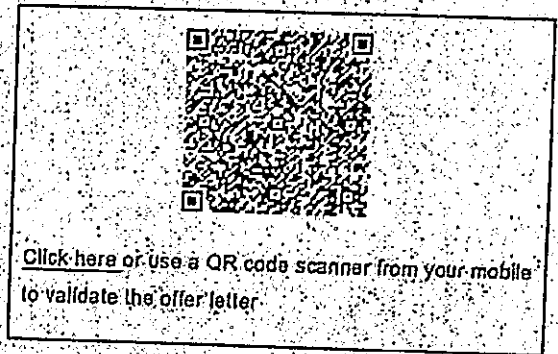
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

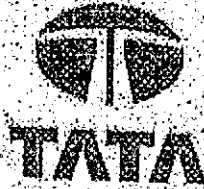


- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Abhishek Ashok Choudhary
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
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

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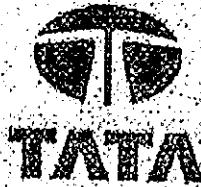
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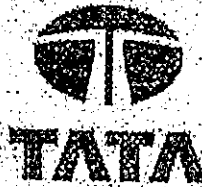


Annexure 2

<p>Ahmadabad Lead - ILP Tata Consultancy Services Limited, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore Lead - ILP Tata Consultancy Services Limited, Gate 3, No 42, THINK campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p>BUBANESHWAR Lead - ILP Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BAIIBATI SEZ, IT/ITES - SPECIAL ECONOMIC ZONE (SEZ), PLOT NO, 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai Lead - ILP Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHD, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI - Gurgaon Lead - ILP Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gwal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI - Noida Lead - ILP Tata Consultancy Services Limited, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP</p>
<p>Guwahati Lead - ILP Tata Consultancy Services Limited, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781005, Assam</p>	<p>Hyderabad Lead - ILP Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE Lead - ILP Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA Lead - ILP Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>
<p>KOCHI Lead - ILP Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p>MUMBAI Lead - ILP Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606</p>
<p>NAGPUR Lead - ILP Tata Consultancy Services Limited, Mihan-SEZ, Nagpur, Telhara, Maharashtra 441105,</p>	<p>PUNE Lead - ILP Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p>Trivandrum Lead - ILP Tata Consultancy Services Limited, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581</p>	

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Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

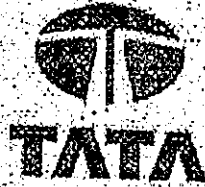
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

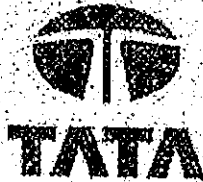


2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

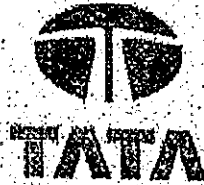
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

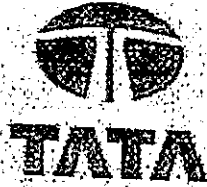
10. General

(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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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

TCS Confidential
TCSLIDT20195205854

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Centre Park, Opp. Vashi 180' Tall, Centre Subhash Road, Pokhran Road No. 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/1522 Fax: 91 22 6778 2190 Web Site: www.tcs.com
Registered Office: Nival Building, 5th Floor, Horniman Point, Mumbai 400 021
TCS Career Services: 1800 209 3111 Email: careers@tcs.com



Welcome to e.Soft Technologies Ltd

Inbox



Sapana Sharma 19 Jan
to me ▾



Dear Mr. Rohit Kahar,

Welcome to e.Soft Technologies Ltd.!

We are delighted you have joined us! Your contribution is important to ensure our sustained success and growth. We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to having the best relations with you.

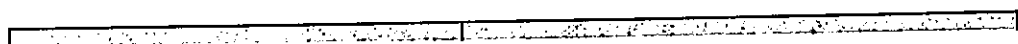
As an "**IOS:- Trainee**", your role is critical in fulfilling the mission of e.Soft Technologies Ltd.

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making e.Soft Technologies Ltd. a leading organization.

I hope the induction session you went through was informative, and has helped you understand and identify with e.Soft better. Please feel free to get in touch with HR Department for any further information / clarifications you may need.

Note: Policies are available at your Attendance Login.
You are requested to go through the same.

The following details will be of help to you:





Aditi Raut <aditir@sjcem.edu.in>

Fwd: Payment Received #63747 (Digital marketing)

Sriram Venkatesh <sriram81098@gmail.com>

25 March 2021 at 13:35

To: aditir@sjcem.edu.in

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

From: Sriram Venkatesh <sriram81098@gmail.com>

Date: Sat, Feb 13, 2021 at 12:32 PM

Subject: Fwd: Payment Received #63747 (Digital marketing)

To: <namdevp@sjcem.edu.in>

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

From: IIDE Online <learnonline@iide.co>

Date: Wed, Dec 23, 2020, 11:49 AM

Subject: Payment Received #63747

To: <sriram81098@gmail.com>



Thank you for choosing IIDE!

Hey Sriram,

Your recent order on IIDE Online has been completed. Here's the receipt of your purchase for safe-keeping.

Order #63747 (December 23, 2020)

Product	Price
App Store Optimization (ASO) Course	₹1,999
Digital Copywriting & Content Writing Course	₹1,999
Email Campaign Marketing Course	₹1,999
Ad Design Psychology Course	₹1,999
WordPress Website Creation Course	₹1,999
Discount:	-₹9,995
Tax (18.0%):	₹0
Total:	₹0

We hope you're excited to step into the Digital Marketing world with IIDE. We hope you have an enjoyable learning experience! :)

Happy Learning!

You can get in touch with us on any of the following platforms



Offer Letter

Date: 1st September 2020

To,

Mr. Narendra Shekhawat

6/17 Kaluram Dube Chawl ,

Sham Nagar, Jogeshwari (East), Mumbai - 400060

Dear Mr. Narendra Shekhawat

Further to your application and the subsequent discussions that we had with you, we are pleased to inform you that you have been selected as "TRAINEE" under the comprehensive training programme of Rupeeseed Technology Ventures Pvt. Ltd. (hereinafter referred to as "the Company"), with effect from 1st September 2020, for a period of 2 years.

The detailed terms and conditions of this offer are given herein below:

TERMS AND CONDITIONS

- 1. Stipend:** You shall receive a minimum of Fixed Stipend of Rs. 10,442/- per month (Rupees Ten Thousand Four Hundred and Forty Two Only) per the internal policy of the company which will be communicated from time to time.
- 2. Work Schedule:** Official working hours of the company are 9:00 am to 6:00 pm with 1 hour of break. However, if the Company is required to work in shifts, you will be required to work in rotational shifts, as per Business needs. However, the official working hours and/or days may vary depending on business needs/exigencies. You will be entitled for 1 day of weekly off.
- 3. Deductions & Withholdings:** Monthly deductions shall be made from your Stipend as per statutory requirements. Any payments made or credited to you are subject to deduction of tax at source under the Income Tax Act and any other enactments that may be in force from time to time. The Company will also be entitled to deduct from the payment due to you, any dues payable by you to the Company.
- 4. Training Period:** Apart from your on-the-job training, you shall be subjected to various internal and external training programmes which shall be organized by the Company for your all-round development, from time to time during this period. Your performance will be evaluated every 6 months, and on satisfactory completion of a period of 2 years

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com

rupeeseed

you shall be promoted to a position of "Software Engineer/ Tester/Business Analyst". If at any stage during the training period, your work or any aspect of your behavior is found unsatisfactory, your services will be terminated with or, without notice at the discretion of the Management.

5. **Joining:** On successful completion of training term of 2 years, you will be Promoted to a position of "Software Engineer/ Tester/Business Analyst" and a formal detailed appointment letter to this effect indicating the revised remuneration will be issued to you.
6. **Job Location:** You may be posted in any of the locations of the Company / any of its affiliates / group companies / Client premises and may be required to work in any of the departments. The company reserves the rights to transfer you from one location to another during your tenure with the company.
7. **Rules & Regulations:** You will abide by the rules and regulations made by the Company as are in force or as may be introduced, amended or extended from time to time.
8. **Leaves:** You will be entitled to leaves as per the existing policies of the Company in force, which may change from time to time.
9. **Conflict of Business Interest:** During your association with the Company, you shall not undertake, carry on, participate in or associate with any other business, trade or profession in any capacity whatsoever, except with the prior written approval of an authorized company representative, in writing, which may be given at the sole discretion of the management.
10. **Attestation:** You should produce at the time of reporting for duty the attested photocopies of certificates regarding your age, educational qualification and experience if any. You shall also produce self-attested copy of your PAN Card, Aadhaar Card and first page of your current Bank Account for account details. A detailed list of documents to be brought at the time of joining is attached as Annexure – A.
11. **Other Information:** Your appointment will be subject to your furnishing such information as the Company may require from time to time and subject to your services being applicable in the light of the information furnished.

Rupeeseed Technology Ventures Private Limited

308, Western Edge II, Borivali East, Mumbai

Tel: +91 22 49075555 E-mail: info@rupeeseed.com

12. **Termination:** This Appointment Letter can be terminated without any notice or compensation in lieu thereof with or without reason. Upon termination, you agree to handover any and all relevant documents and work product to the Company, without delay. In the event the Trainee terminates this Appointment without giving the required, Company shall have the right to recover One (1) month's Stipend from the balance dues. However, Company reserves the right to terminate the Services without any notice period, if the Trainee is found to be guilty of any misconduct or breach of service conditions and the Trainee shall not have entitled to any severance benefit. In the event of unauthorized absence or absence without permission or approval from duty for a continuous period of 5 days, Company may in its sole discretion terminate the Trainee's association with or without any notice of termination or notice pay.
13. **Confidentiality:** You will not disclose any confidential information or trade secret of the company or any of its affiliates to any unauthorized person or persons or misuse the confidential information or trade secrets of company or any of its affiliates. If at any given point in time, it has been found that the Trainee is associated with any competitor company, Rupeeseed Technology Ventures Pvt. Ltd. shall not be liable to pay any dues owed to the Trainee. The Trainee will not, whether in the employment of Rupeeseed Technology Ventures Pvt. Ltd. or not at any time, without the consent of Rupeeseed Technology Ventures Pvt. Ltd. in writing, disclose, divulge or make public except under legal obligations, accounts, transaction or dealings of Rupeeseed Technology Ventures Pvt. Ltd. which ought not to be disclosed or made public. Indulgence in such activity shall render you liable for termination with immediate effect, notwithstanding any other terms mentioned in this offer letter. Also, breach of these terms shall render you liable for all Civil and Criminal action against you as deemed fit and proper. The Company further reserves its right to initiate all actions against you for recovery of losses and damages incurred by the Company due to breach of these terms by you.
14. **Copyright:** All the research done and data generated including that of the client database is the sole property of Rupeeseed Technology Ventures Pvt. Ltd. Unauthorized storing, copying, deleting or transmitting (in hard/soft or any other means) of any other information will be in breach of contract and is a serious legal offence strictly prohibited. This will lead to immediate termination without any notice. All losses on such offenses will have to be fully compensated in monetary terms.
15. **Declaration:** If any statement, declaration or information given by you is at any time found to be false or untrue or if any material particular is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

rupeeseed

Company. The parties undertake to at all times observe and be bound by the spirit of this agreement.

I have read this letter and fully understood the terms and conditions of my services and I accept the same without any reservations.

As a token of your acceptance of this offer letter and the terms and conditions governing your training period, you are requested to return the duplicate copy of this letter, duly signed.

With immense pleasure, we welcome you to our family, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

For Rupeeseed Technology Ventures Pvt. Ltd.

I Accept the above

Sandeep Kumar
Manoharan

Digitally signed by Sandeep Kumar Manoharan
DN: cn=Sandeep Kumar Manoharan,
2.5.4.20=+5444c3ac490b4aec60.73a3ea190d2a5378d
991159a7ebd1d55bfb30d38a3701,
postalCode=400064, st=Maharashtra,
serialNumber=3bf10462b21944ca06951b046aaa51c17
8855fb1aac6902bc24d47e01f2330696, o=Sandeep
Kumar Manoharan
Date: 2020.11.18 13:29:25 +05:30

Sandeep Manoharan
Director

Mr. Narendra Shekhawat

Date: 04.09.2020

To,

Mr. Aman Jaiswal,
C-101, Dattani Village,
Bldg No. 1,
Near Dattani Square Mall,
Papdy Road, Vasai (West) - 401202
Tel: 9970561241
Email ID: Jaiswalrishi95@gmail.com

Sub: Offer for the post of Programme Intern

Dear Mr. Aman Jaiswal,

Congratulations!!! We are pleased to offer you as Programme Intern position in Tecknotrove Systems from tentative dt. 7th September, 2020 subject to work conditions as per the corona virus epidemic situation in India.

You would be required to submit the following documents on the date of joining:

- Academic certificates (10th, 12th, Graduation & other additional qualifications),
- Experience certificates (if applicable)
- Latest two colour photograph
- Address proof
- Proof for date of birth
- PAN card/ Adhaar card
- Resignation acceptance letter from the current organization (if applicable).

Please sign the copy of this letter to indicate your acceptance of this offer.

Look forward to meet you.

Thanking You,
Yours Truly,
For Tecknotrove Systems India Pvt Ltd



Arish Mistry
(HR & Admin Executive)

I accept the offer as outlined above.

Mr. Aman Jaiswal



11, Puneet Angan,
S/No. 155/1/3, Aundh,
Pune 411007
director@evaris.in
<http://evaris.in>

Date: 25th October 2020

Appointment Letter

Name: Pranali Samadhan Mahale
Address: Vikramgad, Dist. Palghar,

Dear Ms. Pranali,

With reference to your association with us as an intern and dedication, we are pleased to inform that we are offering you the position with our company effective from 25th October 2020 under the following terms and conditions:

Designation: Junior Software Engineer

Salary and Compensation: You will receive the CTC of Rs. 2,16,000 (Two lakh sixteen thousand) per annum. In the first instance you will be on probation for a period of six months from the date of your joining. After the completion of the probationary period, you will be eligible for leave, as per the company rules.

The company rules about the leave policy and working hours will be shared with you shortly.

Tax deduction and other statutory deductions will be done at the source.

Termination Clause: Termination of services on either side will be considered by a prior notice of 1-month period.

Place of work: Due to pandemic situation you will start working from home. Once the conditions are normalized you will be requested to join Pune office.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

For EVARIS SYSTEMS LLP

A handwritten signature in black ink, appearing to read "Swati Kulkarni".

Swati Kulkarni

Director

Accepted

Pranali Samadhan Mahale

Extra

Principal



HoD



Faculty



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 796 4355

Offer of Employment with CloudFronts Technologies

Date: 27/09/2019

To,

SnehalDalvi

Bhakti - 1 Coop Hsg Soc, Flat No. - 108, A Wing, Vidyanagar, Saravali

Dear Snehal,

CloudFronts Technologies, is pleased to offer you here with employment designated as with effect from 27/09/2019 on the terms and conditions set forth in this letter. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of CloudFronts. Our company offers you an opportunity to learn, grow and stretch to the highest level of your ability, dedication, creativity and potential to excellent use.

Welcome to the team CloudFronts!!!

This is an offer of employment for the position of Trainee Software Engineer with a start date on or before 06/07/2020.

You will be presently based out of our office located at T-Square Sakinaka Andheri East, Mumbai. You agree to perform such duties and responsibilities as are assigned or delegated to you from time to time by your manager or as assigned by the CloudFronts. You agree to devote your full-time attention and best efforts to the performance and discharge of such duties and responsibilities to perform faithfully, diligently, and to the best of your abilities.

You will be paid gross emoluments as detailed in Annexure - A attached herein below will be provided in hard copy on your 1st day of joining CloudFronts.

Please note that our offer is conditional upon satisfactory feedback from your references and necessary background checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements with any prior employer, clients,



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 796 4355

principals, partners or others which would in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever; if it determines or believes that any such contractual or other obligation may materially limit your ability to engage in business activities for the Company.

Further, your employment is conditioned on your ability to furnish employment eligibility documentation as required by law and you being medically fit to work. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, the Company retains the right to review its offer of employment.

Your employment with the Company will be governed by the Terms & Conditions as detailed in Annexure - B attached herein below.

Once the Offer has been accepted, the Company would expect you to email the resignation letter within one week of signing of your offer letter. For any further delay you need to notify HR department.

The Company looks forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Yours Sincerely

For CloudFronts Technologies LLP.

A handwritten signature in black ink that reads "Shikha Bhatnagar". The signature is written in a cursive style and is underlined.

**Authorised Signatory
Shikha Bhatnagar,
HR Manager**



CloudFronts Technologies LLP

503, T-Square, Saki Vihar Road, Andheri E, Mumbai 400072, INDIA
info@cloudfronts.com | +91 9233583878 | +1 855 796 4355

ACCEPTANCE

I have gone through the aforesaid letter as well as 'Annexure A' and Annexure B' of this letter. I have understood fully the contents and intent of the said letter

By clicking 'Accept' below I convey that all the terms and conditions mentioned in this letter as well as in the 'Annexure A' and 'Annexure B' are fully satisfactory and acceptable to me, and they are binding on me.

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Brandon Rodrigues

College: Aidel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Brandon Rodrigues,

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.5,00,000/- 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.

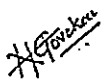
The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

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 : Brandon Rodrigues		Date : August 28, 2019
Salary Grade : GET(II)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		20,467
A. Base Salary (PA)	425,602	35,466
Annual Incentive	40,000	
B. Total Variable (PA)	40,000	
C. Total Target Cash (A+B)	465,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	500,000	

Medical Insurance Premium:

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

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

Notes:

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

- Following are the components applicable to you under Bouquet of Benefits (BOB).

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

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

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates-2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	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 • 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:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGL / 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)

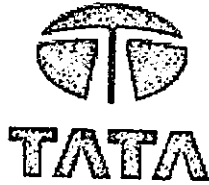
Signature: _____

Name: _____

Mobile No: _____

College Name: _____

Today's Date: _____



Offer: Computer Consultancy
Ref: TCSL/DT20195197438/Mumbai
Date: 13/09/2019

Mr. Raju Kanu Prajapati
Block 19, E-304, New Home Residency, Yashwant Srushti Palghar Road,
Yashwant Srushti,
Boisar-401501,
Maharashtra.
Tel# 91-9665285759

Dear Raju Kanu Prajapati,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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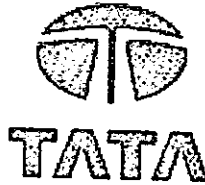
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Nantia Park, Goregaon (West) (Mumbai), Maharashtra, India. Phone: +91 22 6633 9000. Fax: +91 22 6633 9001

Registered Office: TCS Limited, 10th Floor, Nantia Park, Goregaon (West), Mumbai - 400 072, Maharashtra, India

TCS Limited is a public limited liability company registered in India under the Companies Act, 1956.



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

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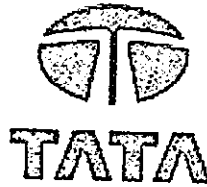
Tata Consultancy Services Limited

Yantra Park, Opp. Votash (P.E.) Ring, Central, Nagpur, Madhya Pradesh 479 001. Website: www.tcs.com

Tel: 91 22 6778 2000 / 22 6778 2000 Fax: 91 22 6778 2090 Website: www.tcs.com

Registered Office: Normal Building, 9th Floor, Naraina Point, New Delhi 110 028

TCS is an Equal Opportunity Employer. M/F/D/V



amount between the components as per your tax plan, once you join TCSSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

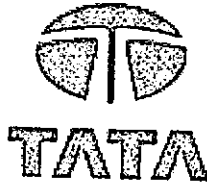
XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

TCSSL 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 expenses towards professional membership as per TCSL's policy.

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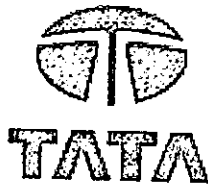
Tata Consultancy Services Limited

Yantra Park, Opp Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane, West - 405 001, India

Tel: 91 22 6778 2000 / 2202 Fax: 91 22 6778 2196 Web: www.tcs.com

Registered Office: Numa, Building 9th Floor, Nariman Point, Mumbai 400 028

For more information, visit www.tcs.com or call 1800 301 1000



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

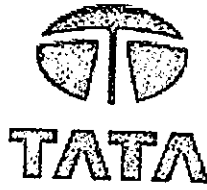
Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

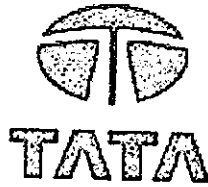
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a 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.

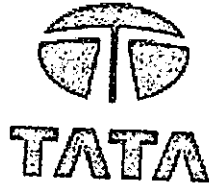
11. Overseas International Assignment Agreement

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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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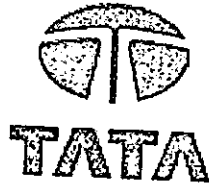
Tata Consultancy Services Limited

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, India

TCS Careers Service Line: 1800 209 3333 Email: careers@tcs.com



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

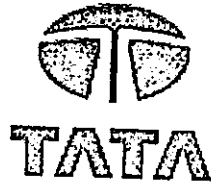
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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Vistas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane West - 400601, India
Tel: 91 22 6778 2000 / 22 6778 2190 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office: New Building, 5th Floor, Naraina, New Delhi - 110028, India
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

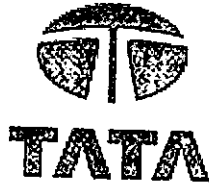
23. Compliance to all clauses

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.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trng. Center, Subhash Nagar, Pokhran Road No. 2, Thane, West - 400601, India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2398 Website: www.tcs.com
Registered Office: Kirti Building, 47th Floor, Naraina, Post-Box 382, New Delhi-110028
TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



Withdrawal of Offer

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

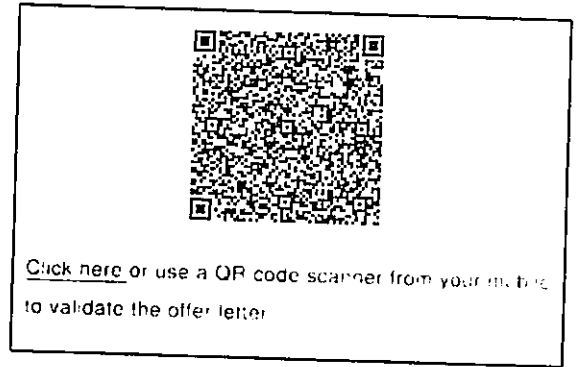
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

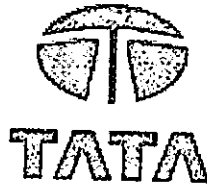
For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name: Raju Kanu Prajapati
 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
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

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

Component Category	Monthly	Annual
House Rent Allowance	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

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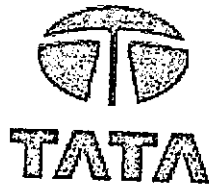
TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited

Yantra Park, Opp Voltas HRD Trg Center, Subhash Nagar, Pocharam Road, New Delhi, India. West 4, 2nd Floor
 Tel: 91 22 6738 1900/2220 Fax: 91 22 6738 2176 Web: www.tcs.com
 Registered Office: Kirti Building, 4th Floor, Naraina, New Delhi, India. Tel: 91 11 2611 4111
 TCS Consultancy Services Inc. 1800 209 4111 Email: care@tcs.com



Annexure 2

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



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

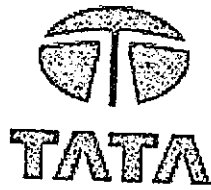
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

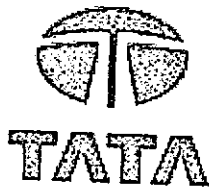


2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

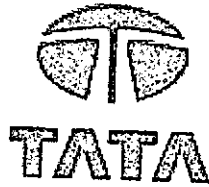
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

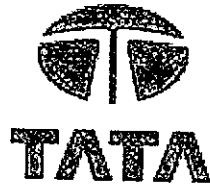
10. General

(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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

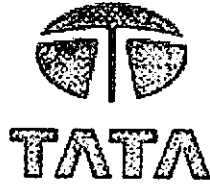
(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20195197828/Mumbai
Date: 13/09/2019

Mr. Shreyas Nandkishor Patil
Type C-80/3,Barc Colony Boisar Tarapur,
Chitralaya,
Mumbai-401501,
Maharashtra.
Tel# -

Dear Shreyas Nandkishor Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20195197828

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: TCS Building, 100, Lothian Road, New Delhi - 110025, India
TCS Building, 100, Lothian Road, New Delhi - 110025, India
TCS Building, 100, Lothian Road, New Delhi - 110025, India
TCS Building, 100, Lothian Road, New Delhi - 110025, India
TCS Building, 100, Lothian Road, New Delhi - 110025, India

[Search](#) [Images](#) [Gmail](#) [Drive](#) [Calendar](#) [Sites](#) [Groups](#) [Contacts](#) [More »](#)

[ajays@sjcem.edu.in](#) | [Google Account](#) | [Settings](#) | [Help](#) | [Sign out](#)

You have been redirected to the basic HTML version because this browser is not supported. To use standard view, please upgrade to a [supported browser](#).



offer Letter

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Fwd: Zucol Services Pvt Ltd - Offer for Employment

Aarti Chand<chandaartipratap@gmail.com>
To: ajays@sjcem.edu.in, namdevp@sjcem.edu.in
[Reply](#) | [Reply all](#) | [Forward](#) | [Print](#) | [Share](#) | [Share options](#)

4 January 2021 at 15:44

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

From: Zucol Services Pvt Ltd - Offer for Employment <no-reply@employee.zucol.in>
Date: Tue, Dec 29, 2020, 12:34
Subject: Zucol Services Pvt Ltd - Offer for Employment
To: <chandaartipratap@gmail.com>
Cc: <pooja.thareja@zucol.in>

Dear Aarti Chand

Greetings from Zucol Services Pvt Ltd !!

We are pleased to offer you the position of Allocator and your Date Of Joining would be January 7th, 2021

A formal letter shall be issued to you on your joining. You are requested bring the following documents(Original & Photocopy both) at the time of joining:

- Certificates (Co- Curricular Internship etc.)
- Identity proof
- Relieving Letter
- Experience Certificate etc. for verification.

Training period would be of 15 Days.

You will be analyzed on the basis of your performance and behavior in the first 7 days of training and in case of termination within 7 days of training than this tenure of 7 days will be unpaid.

Following documents are required to mailed at the time of joining :-

1. Resume
2. Photocopy of all relevant certificates – 10th, 12th, Diploma, Degree mark sheets etc
3. Photocopy of ID Proof (Any of these– Valid Passport, Driving License, Voter ID Card, and Aadhar Card)
4. Experience certificate from previous employer (s) (If any)
5. Relieving letter from the previous employer (s) (If any)
6. Salary slip of last 3 months from the previous employer (s) (If any)
7. Last 6 months bank statements (If any)

8. Copy of PAN Card

9. Three passport size photograph (Self)

Note - Your reporting time would be 09:30 AM.

ADDRESS: 519, 5th Floor, JMD Megapolis IT Park, Sohna Road, Gurugram, Haryana

Your acceptance on this mail is required.

Thanks,
Pooja Thareja
Team HR
6377719794

If you have any issues, feel free to contact us at Zucol Services Pvt Ltd

Quick Reply

To: Aarti Chand <chandaartipratap@gmail.com>
To all: Aarti Chand <chandaartipratap@gmail.com>,
namdevp@sjcem.edu.in

More Reply Options

Send Save Draft include quoted text with reply

Back to Search results More Actions... Go

Newer 5 of about 66 Older

Search accurately with operators including from: to: subject:
Using 15.83 GB
Last account activity 9 minutes ago on this computer
Mobile devices

Date: August 28, 2019

Ref: LTI/HR/Campus/2020

Name: Sarvesh Lokhande

College: Aldel Education Trust St. John College of Engineering & Management, Vevoor, Palghar

OFFER OF EMPLOYMENT

Dear Sarvesh Lokhande,

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.



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹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

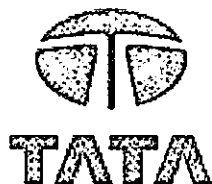
You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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).

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 : Sarvesh Lokhande		Date : August 28, 2019	
Salary Grade : GET(I)			
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		11,300	
A. Base Salary (PA)	315,602	26,300	
Annual Incentive	0		
B. Total Variable (PA)	0		
C. Total Target Cash (A+B)	315,602		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	4,140		
D. Retirals & Other Benefits	34,398		
Cost to Company (CTC) C+D	350,000		

Medical Insurance Premium

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under Bouquet of Benefits (BOB).

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

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

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

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

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

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2020 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2020)	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 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 <u>with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2020 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE 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: _____



CR/HR/2020/233

February 21, 2020

Mr. Dhawal Joshi
B-401, Tulip CHS,
Sai Baba Nagar, Opp Shanti Park,
Mira Bhayander Road,
Mira Road (E)
Thane:401107

Phone: 9969702854

Dear Dhawal,

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 between June 1 to July 1, 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.

Enclosed is the compensation sheet giving details of your offer. The future increases will be performance based. Your next salary review will be as per the company rules. The company is not liable to review your compensation either at the end of probation period or thereafter until 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.

Thanking You,

Yours faithfully,
For MindCraft Software Pvt. Ltd.

Swetha Suvarna
Senior Manager, Human Resources



Compensation Package

Name: Dhawal Joshi

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	26,666
A	Fixed Salary:	Amount in Rs. PM
	Basic	9,333
	HRA	4,667
	Conveyance	1,600
	Total of A	15,600
B	Flexible Benefit Plan:	9,299
	Special Allowance	
	Meal Coupons (Ticket Restaurant)	
	LTA	
C	Retirals:	
	Gratuity	451
	Employer Contribution to Provident Fund	1,120
	Total of C	1,571
D	Other Benefits:	
	Medical Insurance Premium (approx)	182
	Accident Insurance Premium (approx)	15
	Total of D	197
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.		

Employee can split the FBP as per tax plans based on the eligibility guided by the Policy and procedures laid down

The HR facilitator will help you fix up the Flexible Benefit Plan. Please ensure that you declare the FBP selection within 10 days of your joining.

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



CR/HR/2020/233

February 21, 2020

Mr. Dhawal Joshi
B-401, Tulip CHS,
Sai Baba Nagar, Opp Shanti Park,
Mira Bhayander Road,
Mira Road (E)
Thane:401107

Phone: 9969702854

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Yours faithfully,
For MindCraft Software Pvt. Ltd.

Swetha Suvarna
Senior Manager, Human Resources



Compensation Package

Name: Dhawal Joshi

Designation: Associate Consultant

Band: A1

Appendix 'A'		
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	HRA	4,667
	Conveyance	1,600
	Total of A	15,600
B	Flexible Benefit Plan:	9,299
	Special Allowance	
	Meal Coupons (Ticket Restaurant)	
	LTA	
C	Retirals:	
	Gratuity	451
	Employer Contribution to Provident Fund	1,120
	Total of C	1,571
D	Other Benefits:	
	Medical Insurance Premium (approx)	182
	Accident Insurance Premium (approx)	15
	Total of D	197
TDS as applicable will be deducted every month based on the investment declaration given to Accounts. Other Statutory Deductions will be deducted as applicable.		

Employee can split the FBP as per tax plans based on the eligibility guided by the Policy and procedures laid down

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



Compensation Package

Name: Dhawal Joshi

Designation: Associate Consultant

Band: A1

Appendix 'A'		
Please find below your total earnings break-up per month.		
	Cost to Company (CTC):	26,666
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	Basic	9,333
	HRA	4,667
	Conveyance	1,600
	Total of A	15,600
B	Flexible Benefit Plan:	9,299
	Special Allowance	
	Meal Coupons (Ticket Restaurant)	
	LTA	
C	Retirals:	
	Gratuity	451
	Employer Contribution to Provident Fund	1,120
	Total of C	1,571
D	Other Benefits:	
	Medical Insurance Premium (approx)	182
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For Provident Fund, you will also have to contribute an equal amount same as employers contribution from your salary.

Search Images Gmail Drive Calendar Sites Groups Contacts More »

ajays@sjcem.edu.in | Google Account | Settings | Help | Sign out

You have been redirected to the basic HTML version because this browser is not supported. To use standard view, please upgrade to a supported browser.



Offer Letter

Search Mail Search the Web

Show search results

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« Back to Search results More Actions... Go

Never 45 of about 69 Older

Inbox (1385)

Collapse all Print New window

Starred ☆

Fwd: Your WhiteHat Jr application

Sent Mail

janhavi.keny <simplyjanhavi@gmail.com>

11 August 2020 at 13:28

Drafts (37)

To: ajays@sjcem.edu.in

All Mail

Reply | Reply to all | Forward | Print | Delete | Show original

Spam (8)

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

From: <noreply@whitehatjr.com>

Date: Sun, 9 Aug 2020 at 15:38

Subject: Your WhiteHat Jr application

To: <simplyjanhavi@gmail.com>

Cc: <nizwana@whitehatjr.com>, <ajaysharma@whitehatjr.com>, <ishaan.dandiyal@whitehatjr.com>, <gaurav.sharma@whitehatjr.com>, <loram.palani@whitehatjr.com>

Bin

Contacts

Labels

Edit labels

Logo

Hi Janhavi Keny

We had an amazing time interacting with you. It gives us immense pleasure in welcoming you to join the White Hat Jr team. The offer letter acceptance link will be emailed to you separately in order to formally accept or decline this offer by 10 August 2020, failing which offer stands cancelled.

This is a send-only email address, please do not reply to this email. Should you have any questions, please contact: offers@whitehatjr.com

Regards,

Talent Acquisition Team,

WhiteHat Jr

Powered By : Darwinbox

Reply | Reply to all | Forward | Print | Delete | Show original

11 August 2020 at 13:34

Ajay Sirsat <ajays@sjcem.edu.in>

To: Namdev Patil <namdevp@sjcem.edu.in>

Reply | Reply to all | Forward | Print | Delete | Show original

Show quoted text

Quick Reply

To: Namdev Patil <namdevp@sjcem.edu.in>

More Reply Options



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[Back to Search results](#) More Actions... [Newer 45 of about 69 Older](#)

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[Send](#) [Save Draft](#) Include quoted text with reply

[Back to Search results](#) [More Actions...](#) [Go](#)

[Newer](#) 35 of about 66 [Older](#)

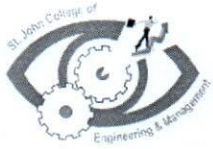
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HIGHER STUDIES



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

Enrollment Number	Name of the student	Programme Name	Name of the Business/Company
EU1162008	Mr. Kshitij Shetty	Master's in Computer Science	Paderbon University
EU1162068	Mr. Shehan Shetty	Master's in Computer Science	Paderbon University
EU1162046	Mr. Pranav Gharat	Master's in Computer Science	FRESNOSTAE
EU1162019	Mr. Samiraalam Shah	Master in Computer Engineering	VIT, Wadala
EU2162007	Mr. Shubhankar Vaidya	Master's in Computer Science	ST. Clair college, Ontario Cannada
EU1162089	Mr. Rahul Kumar	Master in Computer ENgineering	Vidylankar, Wadala
EU1162017	Mr. Mihir Kulkarni	Master's in Computer Science	University at Buffalo, The Stste University
EU2152014	Mr. Saniket Patil	Master's in Computer Science	Boston University
EU1162058	Mr. Biswajeet Mahapatra	Matser of Business Administration	Indian Institute of Management, Sambhalpur

CREPT Co-Ordinator



CREPT Officer

IELTS™

Test Report Form

ACADEMIC

NOTE Admission to undergraduate and post graduate courses should be based on the ACADEMIC Reading and Writing Modules.
GENERAL TRAINING Reading and Writing Modules are **not** designed to test the full range of language skills required for academic purposes.
It is recommended that the candidate's language ability as indicated in this Test Report Form be re-assessed **after two years** from the date of the test.

Centre Number

IA003

Date

31/JAN/2020

Candidate Number

008016

Candidate Details

Family Name

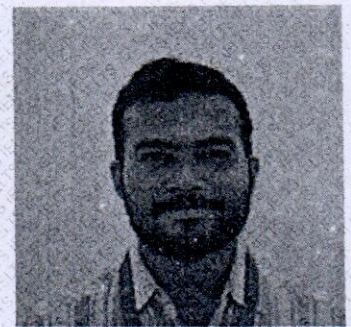
SHETTY

First Name

KSHITIJ

Candidate ID

Z3902294



Date of Birth

14/09/1998

Sex (M/F)

M

Scheme Code

Private Candidate

Country or Region of Origin

Country of Nationality

INDIA

First Language

KANNADA

Test Results

Listening

9.0

Reading

9.0

Writing

7.0

Speaking

7.5

Overall Band Score

8.0

CEFR Level

C1

Administrator Comments

Empty box for Administrator Comments

Centre stamp



Validation stamp



Administrator's Signature

Date

04/02/2020

Test Report Form Number

19IA008016SHEK003A



Cambridge Assessment English



UNIVERSITÄT PADERBORN
Die Universität der Informationsgesellschaft

UNIVERSITÄT PADERBORN | 33095 PADERBORN

**DIE VIZEPRÄSIDENTIN
FÜR WIRTSCHAFTS-
UND PERSONAL-
VERWALTUNG**

Immatrikulationsbescheinigung

Kshitij Shetty

Geburtsdatum: 14.09.1998

Matrikelnummer: 6921552

ist im **Sommersemester 2021** im Studiengang **Informatik Master v3**, mit dem Abschluss **Master of Science** an der Universität Paderborn immatrikuliert.

Hochschulsemester: 1

Fachsemester: 1

Paderborn, den 04.03.2021

Im Auftrag

(Unterschrift und Stempel)



Wintersemester: 01.10. bis 31.03., Sommersemester: 01.04. bis 30.09.

Universität Paderborn, Studierendensekretariat, Warburger Str. 100, 33098 Paderborn, Tel.: 05251/60-5040



UNIVERSITÄT PADERBORN
Die Universität der Informationsgesellschaft

UNIVERSITÄT PADERBORN | 33095 PADERBORN

DIE VIZEPRÄSIDENTIN
FÜR WIRTSCHAFTS-
UND PERSONAL-
VERWALTUNG

Mr/Ms/Mrs

Shehan Shetty

c/o Sukesh Shetty

E/G-01, Meroo Housing Complex
Maurya Nagar, Manvel Pada Road

401305 Virar
Indien

International Office

AZ: 2.1.1. - 56636

Matr.No: 6918725

Contact: Herr Thordsen Herr Muregancuro

Room: I4.119 I4.116
Tel: +49 (0)5251-60-3634 60 - 3635
Telefax: +49 (0)5251-60-3537 05251/60-3537
e-mail: thordsen@zv.upb.de muregancuro@zv.upb.de

ACCEPTANCE LETTER

Your application of 21.02.2020

Paderborn, 16.11.2020

Dear Mrs./Mr Shetty

This letter confirms that you have been accepted for admission to study SS 2021

Subject area/Subjects Computer Science (in English)

Degree: Master

This confirmation of admission is issued under the condition that you fulfil the below-listed requirements for matriculation:

- Presentation of this acceptance letter (WHICH YOU ALSO NEED FOR ENTRY INTO GERMANY!)
- Presentation of the completed matriculation form - to be downloaded and printed out here:
www.uni-paderborn.de >> International Students >> Degree Students >> Application Form / Downloads:
"Matriculation Application Form"
- Presentation of proof of a german student health insurance coverage (available after your arrival in Germany with this admission letter)
- Presentation of your passport (with valid study visa)
- stamped receipt confirming that the semester contributions about 318 Euro have been paid, the required money transfer form will be available during the enrolment period (enrolment please only during the speaking time, dates see next page) in the International Office

Office hours: Monday and Thursday from 13.30 -15.00; Tuesday from 10.00 - 12.00

Universität Paderborn
Anschrift: Warburger Straße 100 – 33098 Paderborn

IELTS™

Test Report Form

ACADEMIC

NOTE Admission to undergraduate and post graduate courses should be based on the ACADEMIC Reading and Writing Modules.
GENERAL TRAINING Reading and Writing Modules are **not** designed to test the full range of language skills required for academic purposes.
It is recommended that the candidate's language ability as indicated in this Test Report Form be re-assessed **after two years** from the date of the test.

Centre Number Date Candidate Number

Candidate Details

Family Name

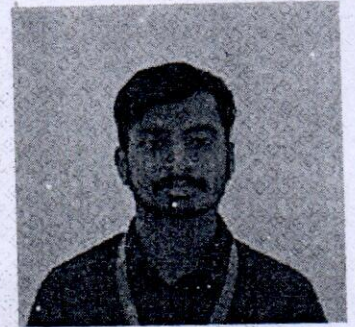
SHETTY

First Name

SHEHAN

Candidate ID

T2936365



Date of Birth

30/03/1998

Sex (M/F)

M

Scheme Code

Private Candidate

Country or Region of Origin

Country of Nationality

INDIA

First Language

KANNADA

Test Results

Listening

7.5

Reading

9.0

Writing

7.0

Speaking

7.0

Overall Band Score

7.5

CEFR Level

C1

Administrator Comments

Empty box for Administrator Comments

Centre stamp



Validation stamp



Administrator's Signature

Date

04/02/2020

Test Report Form Number

19IA008009SHES003A



Cambridge Assessment English

FRESNO STATE

Discovery. Diversity. Distinction.

April 17, 2020

Mr. Pranav Gharat
Shreekrupa, Vidyamandir High School Rd.
Shubhashlane, Arnala
Virar (W) 401302
Maharashtra
INDIA

ID: 300713947

Dear Pranav,

Congratulations! On behalf of the International Admissions Committee, I am pleased to inform you that you have been granted admission to California State University, Fresno. You have been admitted as a first-time graduate student to the **Computer Science (MS)** program for the Fall 2020 Semester. Out of thousands of impressive applicants to the university, you were among the exceptional students admitted. Your commitment to personal and academic excellence will contribute tremendously to our diverse community of learners. The committee and I are confident you will be successful at Fresno State.

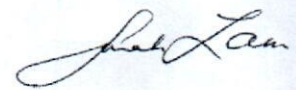
California State University, Fresno is the region's premier learning destination. Here you will have access to globally accredited programs, renowned faculty, and a full range of services, activities and organizations for you to explore.

Please share the good news of your admission with your family, friends, and teachers that have supported you along the way. I am sure they will be as delighted as you are to learn of your admission and support your decision to continue your academic career at Fresno State. You must submit your official final transcripts, degree certificates and test scores by the time of arrival.

For detailed information regarding airport pickup, orientation, obtaining a visa, and mandatory health insurance, please visit the website at <http://www.fresnostate.edu/academics/issp/admitted/index.html>.

Once again, congratulations! We look forward to personally welcoming you to Fresno State.

Sincerely,



Sarah Lam, Ed.D.
Assistant Vice President for International Affairs

time of arrival.
International Admissions
California State University Fresno • Joyal Administration, Room 256
5150 North Maple Avenue M/S/ JA56 • Fresno, California 93740-8026
P 559.278.2782 F 559.278.7011 www.FresnoState.edu/issp

THE CALIFORNIA STATE UNIVERSITY

Payment Receipt

Receipt No : 591038

Date : January 18, 2021

Roll No : 20102A1006

Name : Mr. SAMIRALAM TARA SHAH (OPEN)

Course : COMPUTER ENGINEERING (POST GRADUATE) DAY SHIFT FIRST YEAR Sem - 1 Div - A (INSTITUTE QUOTA) (Student-Live)

Sr. No.	Particulars	Amount
1	FY - TUITION FEES	₹ 46,140.00
2	FY - DEVELOPMENT FEES	₹ 5,860.00
3	FY - UNIV ENROLLMENT FEES	₹ 825.00
4	FY - UNIVERSITY FUNDS	₹ 570.00
Total Fees		₹ 53,395.00

Received ₹ Fifty Three Thousand Three Hundred and Ninety Five Only by cheque no. 100279 drawn on VASAI JANATA SAHAKARI BANK LTD dated December 24, 2020. Receipt subject to realisation of the cheque

Arrears ₹ 0.00

Accounts Executive

Vidyalankar Educational Campus, Wadala (E), Mumbai - 400 037. Telefax: 022 2416 11 26 www.vit.edu.in

Occupation :

Mobile No. :

Office Address:

12th PCM : Phy - 060/100

Chem - 051/100

Maths - 062/100

Entrance Exam: GATE 0011/1000

Merit Score :

Education	Board	Year of Passing	% Marks or CGPA	Class	Specialization
ISC	MAHARASHTRA	2014	81.20	DISTINCTION	NIL
ISC	MAHARASHTRA	2016	67	FIRST CLASS	IT
DEGREE	MUMBAI	2020	7.63	FIRST CLASS	COMPUTER ENGINEERING

Declaration (to be signed by applicant and Parent / Local Guardian)

- I shall abide by all the rules and regulations of the Mumbai University and Govt. of Maharashtra and the Institute.
- I shall be regular in attending all lectures, tutorials, tests, practicals, workshop and examinations conducted.
- I was not debarred from appearing for any examination conducted either by any Government Constituted or any other Statutory Examination Authority in India.
- I shall pay fees and other charges by the due date. If the fee structure is revised, the difference in fees will paid accordingly. In event of default, the Principal of the Institute may take any action as he might deem fit.
- I shall pay fees for complete duration of the course before collecting Leaving/ Transfer Certificate.
- All the information provided in the form is true.

Place : Mumbai Date : 18-Jan-2021

[Signature]

ST. CLAIR COLLEGE INTERNATIONAL EDUCATION OFFICE

Date of Issue: January 05, 2021

Shubhankar Sudhir Vaidya
Pokar Kunj, Opp Railway station, L.T Rd , Dahisar West
C-309
Mumbai , Maharashtra
400068, India

Student Number: 0782520

Dear Shubhankar Sudhir Vaidya

Congratulations on your acceptance to St. Clair College.

We are pleased to provide you with your Letter of Acceptance and other important information that will assist you when planning for your arrival in Canada and your studies at St. Clair College.

How to Apply for Your Study Permit

This letter of acceptance will serve as your official documentation when applying for your study permit through Citizenship and Immigration Canada (www.cic.gc.ca). Please visit the Government of Canada - Citizenship and Immigration Canada website for more information on Immigration, Refugees and Citizenship Canada (IRCC) estimated study permit processing times for your country, available at: <http://www.cic.gc.ca/english/information/times/temp/students.asp>.

Note: please submit a complete application to the IRCC with all requested details and allow for sufficient time for study permit application processing based on your country of citizenship.

Next Steps

Once you have received notification of your study permit/visa approval, please scan your approval letter from the Canadian Government (i.e., IRCC) and upload it to your application available through the International Application Portal.

Arriving in Canada

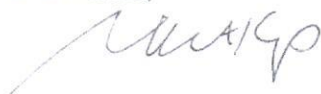
Once your study permit has been approved it's time to start planning your arrival in Canada! There are three important items you must consider before leaving your home country to come to St. Clair College:

1. Housing - please select the following link <http://www.stclaircollege.ca/international/accommodations.html> for the various options available to you.
2. Airport transfer - please select the following link <http://www.stclaircollege.ca/international/arrival-information.html> for more information.
3. Health insurance - our mandatory health insurance will cover you from the first day of class. Be sure you have your own coverage until that date.

Please note that it is up to you to make and finalize your own housing and airport pick-up arrangements. If you require additional assistance, please contact the International Education Office at international@stclaircollege.ca

We look forward to welcoming you to Canada and St. Clair College.

Best wishes,



Nathaniel VeltKamp
Manager, International Recruitment & Project Development
St. Clair College



Alex Wu
Manager, International Recruitment & Project Development
St. Clair College

St. Clair College
LETTER OF ACCEPTANCE



Date of Issue: January 05, 2021

Congratulations on your admission to St. Clair College!

PERSONAL INFORMATION

Family Name: Vaidya	Gender: Male Citizenship: India
Given Name: Shubhankar Sudhir	Student's Full Mailing Address: Pokar Kunj, Opp Railway station, L.T Rd , Dahisar West C-309 Mumbai , Maharashtra 400068, India
Date of Birth: October 05, 1998	
Student ID #: 0782520	Referring Agent (if applicable): IDP - India

INSTITUTIONAL INFORMATION

Name of Contact: Nathaniel VeltKamp & Alex Wu, Manager, International Recruitment & Project Development Phone: +1-519-972-2727 ext. 2753 Email: international@stclaircollege.ca	Full Name and Address of Institution: St. Clair College of Applied Arts & Technology 2000 Talbot Road West Windsor, Ontario N9A 6S4, Canada Phone: +1-519-972-2727 ext. 2753 Fax: +1-519-972-2727
Type of School/Institution: Public	Designated Learning Institution #: O19395083703
Website: http://www.stclaircollege.ca/international	

PROGRAM INFORMATION

Academic Status: Full-Time Program of Study: Data Analytics for Business (B018) Campus: One Riverside Dr Program Length: 2 Academic Year(s) (Periods Of 8 Months) Start Date: May 11, 2021 Approx. Completion Date: August 19, 2022 Credential: Ontario College Graduate Certificate (Post-Graduate) Level of Study: Level 1 Exchange Program: No	Fee Structure: First Payment DUE: \$16,000.00 by January 20, 2021 Tuition Fees: \$13,243.47 Mandatory Ancillary Fees: \$2,121.36 Total Annual Fees: \$15,364.83*
Internship/Work practicum: Not Available	Scholarship/Teaching Assistantship/Other Financial Aid: No
Conditions of Acceptance: • N/A	Expiry of Letter of Acceptance: May 10, 2021

Tuition fees include the cost of medical insurance, and are subject to change as result to Student Fee Protocol Approval for the upcoming academic year.
1) Enrollment is on a first-come first-serve basis as determined by receipt of the total confirmation fee and a copy of your study VISA uploaded to OCAS.
2) Payments received after the due date or once the maximum number of seats available for that program is surpassed may be subject to a return of payment and in the case where no seat is available, will be returned.
3) An English placement test will be required prior to the start of classes. Students who exhibit a need for improvement will be encouraged to participate in supplementary English tutoring opportunities.
4) St. Clair College does not provide advice nor legal counsel pertaining to matters involving study permits, co-op work permits or post-graduate work permits and has no involvement in the granting or denial of study permits, co-op work permits or post-graduate work permits.
5) Programs with field placements - please be advised that placements may be located outside Windsor, Essex, Chatham-Kent and students are responsible for travel and accommodation costs. All students attending placement or clinical placement must apply for a Co-op Work Permit. It is the student's responsibility to acquire a Co-op Work Permit.

Michael Silvaggi,
Associate Vice President, Student Services and Registrar,
St. Clair College



INFORMATION FOR STUDENTS

TO ACCEPT THIS LETTER OF ACCEPTANCE

Remit your fees according to the Payment Schedule on the Letter of Acceptance (LOA). If your fees are not paid by the specified due dates, we will be unable to hold your seat in the program. It is in your best interest to become familiar with our refund policy. It can be viewed on our website:

<http://www.stclaircollege.ca/international/withdrawal-refund-policy.html>

How to Make a Payment

International tuition fees should be paid using one of the three options St. Clair College has made available for International Applicants

Online Payments

If you have a Canadian bank account with online payment ability.

Pay a bill to: St. Clair College (you may need to add "St. Clair College" as payee).

Account: your student number (if 8 digits required, please add a "0" in front of your student number.)



International Payments

St. Clair College accepts international payments through our [international payment portal](#) powered by Flywire.

This portal allows you to save on bank fees and exchange rates and track your payment online from start to finish.

- Execute, track, and confirm your international payment online.
- Choose local, familiar payment options including bank wire transfer, credit cards, e-wallet and more for most countries and territories.
- Access multilingual customer support via live-chat, email, phone and more.
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How to Make an International Payment:

1. Go to stclaircollege.flywire.com
2. Select your country of origin and preferred payment method
3. Enter your payment details and receive instructions on how to complete the payment process
4. Track the progress of your payment anytime online. Receive email and text alerts each step of the way including when your payment reaches St. Clair College

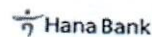


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- Easy to use on smartphones and other mobile devices
- Get payment status updates via text and email
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- Multiple language options make it easy to pay quickly



Vidyalankar Institute of Technology
Wadala (E), Mumbai 400037

VIT Vidyalankar
Institute of
Technology

Date : Monday, 18 January, 2021

Roll No.: 20102A1007



Name : Mr. RAHUL RAKESH KUMAR (OPEN)

Contact : 8788563294

Address : 303,S-7,A1, DREAM CITY, DHANANI NAGAR, BOISAR(E)

Course : COMPUTER ENGINEERING (POST GRADUATE) DAY SHIFT FIRST YEAR Sem - 1 Div - A (INSTITUTE QUOTA)

Mr. RAHUL RAKESH KUMAR (OPEN) is admitted to COMPUTER ENGINEERING (POST GRADUATE) DAY SHIFT FIRST YEAR Sem - 1 Div - A (INSTITUTE QUOTA)

Details of original documents submitted at this Institute

- AFC VERIFICATION RECEIPT
- COLLEGE LEAVING / TRANSFER CERTIFICATE
- GATE SCORECARD
- HSC PASSING CERTIFICATE
- SSC PASSING CERTIFICATE

Details of original documents required to complete admission process

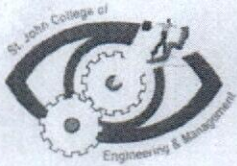
- 1 BIRTH CERTIFICATE
- 2 DOMICILE CERTIFICATE
- 3 HSC MARKSHEET
- 4 SSC MARKSHEET
- 5 YEARWISE/ SEMESTERWISE MARKSHEETS

Submit required certificates, if any, within two days.

Admission Authority

Report error/s, if any, to the office immediately.

Mr. RAHUL RAKESH KUMAR (OPEN)



Aldel Education Trust's

St. John College of Engineering and Management

(Formerly St. John College of Engineering and Technology)

(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.

Tel.: (02525) - 297275 / 79 Fax: (02525) - 256834 Website: www.sjcem.co.in Email: office@sjcem.edu.in

DTE Code : 3218 AICTE Permanent ID : I-4790201

NAAC Accredited with Grade A

ACADEMIC LETTER OF RECOMMENDATION

As the Assistant Professor in the Computer Engineering Department at St. John College of Engineering and Management, I take this opportunity to recommend Mr. Sohan Patil, to your university in your Master's in Computer Science program. I have known him for two years and have taught him the subjects like Data Structure and Big Data Analytics and have also supervised him at various presentations and in the laboratory.

Sohan has shown keen interest in the courses taught to him. He is attentive and has a good understanding of the fundamentals of the subjects taught. He is regular in attending all the lectures and is punctual in completing his assignments. He has strong analytical skills and is well versed in different programming languages (C, Python, Java) and constantly opts for online courses to learn more about them.

Sohan wisely chose his final year mini-project on Big Data Analytics which, which unlike other students and their projects, I accepted immediately. He created an algorithm for handling large amounts of data which found distinct elements from the data using encoding methods. The project turned out to be excellent and he received accolades from the faculty, as a project such as this was never performed before.

While working on the project, Sohan took it on himself to manage the team, making sure that there was co-operation among the team members. He was one of the lead presenters because of his excellent communication skills and with his good interpersonal skills he ensured that his team worked together seamlessly.

I have observed that Sohan is confident, strong willed, motivated and technically up to date and displays a potential for research work. He is well informed of the present and future developments in his field and is always abreast with the changes. His pleasant personality and amiable approach makes it easy for him to work well in a group and mix harmoniously with faculty members and peers.

As his mentor, I strongly recommend him for admission to your MS program as he has all the skills and assets to be a part of your university. I am certain that he will make a fine addition to your graduate student community and I wish him the very best for his future endeavors.

Yours sincerely,

Mrs. Aditi Raut

Assistant Professor - Computer Engineering Department

Email - aditir@sjcem.edu.in



S/2, West View Avenue Co-op Soc. Ltd., Holy Cross Road, I. C. Colony, Borivli (W), Mumbai - 400103.

Ph. : 022 - 28910964 E-mail : aet.office@aldel.org Website : www.aldel.in

[Regn. No. : E-24542 (Mumbai) dtd. 26/10/2007]

Letter of Recommendation

With immense pleasure, I introduce to the admission panel, one of my most ambitious students, Mr. Dravish Shah. I have supervised his development in the past 3 years, in which I have taught him 'Data Structures', 'Analysis of Algorithms' and 'Big Data' in the 3rd, 4th, and 7th semesters respectively. During this period, I have observed in him, exceptional talent in problem-solving and logic development.

Dravish has extraordinary analytical and programming skills. Throughout the course, he has shown a tremendous interest in pursuing a career in software development. This is further supported by the efforts he took to develop the project, 'Bank Management System', for the Data Structures mini-project. The project adopted File Handling modules to perform complex functions, which showcases his dedication to learn and apply new concepts by himself. He thus scored an "Outstanding" O-grade in the Data Structures Lab. He is keen on following through with everything that is taught, and always asks questions to satisfy his curiosity. He is bright, motivated, and diligent while sporting a good character.

I know of Dravish's participation in other non-scholastic activities. He was an active member and a part of the Event Management Team of Computer Society of India (CSI) and helped in the successful conduct of the Machine Learning Workshop in 2019. He has also participated in the 'Programming Challenge' and 'C-Debugging' competition in Megaleio, our institution's annual event.

I am firmly convinced that Dravish deserves the opportunity to learn at your distinguished university. He will undoubtedly excel in his choice of career, given his impressive aptitude and willingness to persevere. Thus, he has my strongest endorsement for admission into his desired course at your institution of eminence.



University at Buffalo

School of Engineering
and Applied Sciences

Mihir Prashant Kulkarni

UB Person Number50392983

DepartmentComputer Science & Engineering - MS

Entry TermFall 2021

Congratulations on your admission to the University at Buffalo, The State University of New York (UB)! We are very pleased that you have decided to become a part of our thriving academic community. Please carefully read the information provided in this packet for instructions on what you need to do before coming to the United States.

In the next few days, you will be assigned a UB Person Number. Please continue to check your Application Status portal for updates and next steps regarding address confirmation and shipping information for your I-20 Form.

I-20 Form

(Certificate of Eligibility for Nonimmigrant Student Status)

Once you have completed the next steps in your Application Status portal, the Office of International Admissions will issue your I-20 Form (Certificate of Eligibility for Nonimmigrant Student Status). You will use information from this form to pay your SEVIS fee, as well as to schedule and then attend your visa interview. If granted an F-1 Visa, you will also use your I-20 Form to enter the United States. Your I-20 Form is a very important document, which you should keep safe as you will need it throughout your time as an international student in the US.

SEVIS Fee

This fee is mandatory and must be paid before you attend your visa interview and enter the United States. This fee is not collected by UB; it supports the administrative expenses of SEVP and SEVIS. To pay the fee, visit www.fmjfee.com. Once paid, you should print your payment receipt and keep it with your I-20 Form and other materials that you will bring

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu
engineering.buffalo.edu



University at Buffalo
School of Engineering
and Applied Sciences

with you to your visa interview. For additional information on the SEVIS Fee, visit www.fmjfee.com or the ICE Frequently Asked Questions web page (www.ice.gov/sevis/i901/faq).

Visa Interview

Visit the website of the United States Embassy or Consulate where you will apply for your visa to learn how to schedule a visa appointment. US Embassies and Consulates establish their own procedures for visa applications. There will be additional forms, fees, and document requirements outlined on that website.

Planning for Your Arrival

Your I-20 Form indicates your Program Start Date. This is the start of classes for the Fall 2021 semester. You are allowed to arrive within 30 days prior to the start of class, but not earlier. When planning for your arrival date, be sure to arrive before the start of your orientation program. Additional information on orientation will be provided to you by International Student Services in the near future.

Please refer to the International Student Services website (www.buffalo.edu/iss) for more information about the topics outlined above as well as other aspects of your travel to the US, orientation, and enrollment at UB.

Provisional Admission

You have been admitted to the University at Buffalo, The State University of New York on a provisional basis. At the time of your admission, unofficial and/or scanned documents were reviewed and used to render an admission decision. Therefore, in order for you to finalize your admission status and be eligible to register for courses, you must bring the required items indicated below to with you to UB and present them in-person to the Office of International Admissions when you arrive on campus. Do not mail these documents to UB.

Required Academic Documents

You are required to prove that you have earned a bachelor's degree or qualified equivalent. If you will not hold a bachelor's degree or qualified equivalent prior to enrollment, you must notify UB immediately. You may prove this with the following types of documents:

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu
engineering.buffalo.edu



University at Buffalo

School of Engineering
and Applied Sciences

Final university transcript with degree conferral date and degree type indicated on transcript,

Final university transcript and bachelor's degree certificate/diploma,

Indian university consolidated transcript and provisional bachelor's degree certificate,

Chinese university transcript and graduation certificate and bachelor's degree certificate,

or

Diploma Supplement for universities of signatory European countries

Failure to present the required items indicated above when you arrive on campus will result in a hold being placed on your student account. This will prevent you from being able to register for courses. If it is discovered that any documents or information were withheld from or were fraudulent in your application, the University reserves the right to revoke your offer of admission and dismiss you from the University.

Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260

716.645.9099

gradeng@buffalo.edu

engineering.buffalo.edu



with you to your visa interview. For additional information on the SEVIS Fee, visit www.fmjfee.com or the ICE Frequently Asked Questions web page (www.ice.gov/sevis/i901/faq).

Visa Interview

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Office of Graduate Education

415 Bonner Hall, Buffalo, NY 14260
716.645.9099
gradeng@buffalo.edu
engineering.buffalo.edu



Aldel Education Trust's

St. John College of Engineering and Management

(Formerly St. John College of Engineering and Technology)

(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.

Tel.: (02525) - 297275 / 79 Fax: (02525) - 256834 Website: www.sjcet.co.in Email: office@sjcem.edu.in

DTE Code : 3218 AICTE Permanent ID : 1-4790201

NAAC Accredited with Grade A

Letter of Recommendation

It is with great pleasure that I am drafting this recommendation in support of one of my most intelligent and versatile students, Mr. Mihir Kulkarni, who is applying for admission to the M.S. in Computer Science program at your globally leading university. In addition to formally instructing Mihir for three academic years, I am currently guiding him for the final year project and as such have been able to observe and evaluate his intellectual as well as personal attributes. On the basis of such evaluations, I am convinced that Mihir possesses all the essential traits of an ideal graduate student and recommend him strongly for admission to this demanding graduate program.

Data Structures, Analysis of Algorithms, and Big Data Analysis are the subjects that I have instructed Mihir in and I have been deeply impressed with his natural affinity for these core subjects. Mihir has a holistic approach to learning which is in sharp contrast to his peers. Always interested in acquiring knowledge with the intent of applying it in the real world, Mihir has made the best use of all the theory classes and practical sessions as well as coursework projects towards this purpose. While his innate intelligence assisted Mihir to understand the basic concepts easily, his curious mindset made him ask pertinent questions to gain further insights into the subjects. Another aspect of Mihir's approach to learning that I have come to appreciate is the fact that he is never satisfied with the knowledge that he was acquiring and stepped out of the prescribed curriculum to broaden his horizons.

Mihir has a good command over English and is able to express himself in a confident, concise, and vivid manner. His participation in the class activities was quite significant, where he impressed me with his ability to connect the dots. Analytical and critical skills are Mihir's forte and he could come up with multiple application areas for the concepts under discussions. Mihir is not afraid of making mistakes or being proven wrong and communicates in an assertive manner. He has given a good demonstration of his presentation skills in both formal as well as informal settings during academic as well as extracurricular activities.

With his application-oriented mindset it was natural for Mihir to undertake projects in addition to the mandatory coursework requirements. Currently, he is working for the capstone project under my guidance which is to design and develop an automated SAR drone. In this well planned and documented project, Mihir would be using image recognition, clustering, automated flight planning, and ad-hoc computing for communication between drone swarms. Throughout this project, Mihir has given a good demonstration of his ideation, conceptualization, planning, and execution skills.

Passion for learning, sound foundation of conceptual knowledge & skills, focus on self-set goals, and a proactive personality are the attributes that would empower Mihir to meet your performance standards during the graduate program. I am confident that Mihir would realize his latent potential under the guidance of his professors and prove to be an asset to his department. I restate my formal strong recommendation for Mihir's admission and wish him all the success in his future endeavors.

Sincerely

Mrs. Aditi Raut

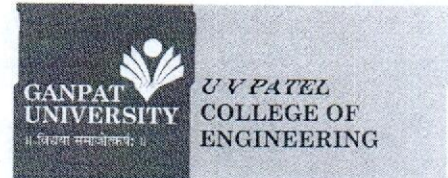
Assistant Professor, Department of Computer Engineering



S/2, West View Avenue Co-op Soc. Ltd., Holy Cross Road, I. C. Colony, Borivli (W), Mumbai - 400103.

Ph. : 022 - 28910964 E-mail : aet.office@aldel.org Website : www.aldel.in

[Regn. No. : E-24542 (Mumbai) dtd. 26/10/2007]



Ref.No.- ADM/20/01/000004

Date :- 18-Mar-2021

To,
MR JOSHI KAPIL VIVEK MAMTA
8/202,SHREE SHASHWAT,NEAR AGARWAL LIFESTYLE,VIRAR WEST
(M)7448203239
(E)kapilvivekjoshi@gmail.com

Dear JOSHI KAPIL VIVEK MAMTA,

LETTER OF ADMISSION

Congratulations! You have been admitted in the following program:

Institute Name: U.V. PATEL COLLEGE OF ENGINEERING
Degree Name: MASTER OF TECHNOLOGY IN COMPUTER ENGINEERING
Expected Duration: 2 Years

The Institute provides an orientation program that is conducted before the course commencement. It will be reconfirmed closer to the commencement date.

GNU academic policies cover academic delivery and your academic conduct during the course. You will be advised of them; they are also available on request by writing to student.support@ganpatuniversity.ac.in

If you need further information, please contact at Institute Admin office.

We all look forward to welcoming you.

The Principal
U.V. PATEL COLLEGE OF ENGINEERING



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Fwd: Provisional Admission Letter to M.Tech. Data Science and Analytics offered at MIT-WPU Faculty of Engineering and Technology for Batch 2020-2021 [Inbox](#)

✉ [Anushree Chaudhari](#) <anushreechaudhari6@gmail.com>

27 February 2021 at 21:15

To: ajays@sjcem.edu.in

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

From: **Anushree Chaudhari** <anushreechaudhari6@gmail.com>

Date: Sat, Feb 27, 2021, 9:04 PM

Subject: Fwd: Provisional Admission Letter to M.Tech. Data Science and Analytics offered at MIT-WPU Faculty of Engineering and Technology for Batch 2020-2021

To: <anushreechaudhari3@gmail.com>

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

From: **Anushree Chaudhari** <anushreechaudhari6@gmail.com>

Date: Thu, Feb 4, 2021, 5:03 PM

Subject: Fwd: Provisional Admission Letter to M.Tech. Data Science and Analytics offered at MIT-WPU Faculty of Engineering and Technology for Batch 2020-2021

To: <namdevp@sjcem.edu.in>

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

From: <noreply.mitwpu@mitwpu.edu.in>

Date: Sun, Jun 28, 2020, 10:47 AM

Subject: Provisional Admission Letter to M.Tech. Data Science and Analytics offered at MIT-WPU Faculty of Engineering and Technology for Batch 2020-2021

To: <anushreechaudhari6@gmail.com>



Dr. Viswanath Karad
MIT WORLD PEACE UNIVERSITY | PUNE
TECHNOLOGY RESEARCH SOCIAL INNOVATION & ENTREPRENEURSHIP

Four Decades of Educational Excellence

Ref no. MIT-WPU Admissions/FOENGG/ MTEC DT SC & AN/2020-2021/ Date: 27/06/2020 TO, Anushree Naresh Chaudhari MTC20/27190/438 Palghar, Maharashtra, 401602 **Subject: Provisional Admission Letter to M.Tech. Data Science and Analytics offered at MIT-WPU Faculty of Engineering and Technology for Batch 2020-2021** Dear Anushree Naresh Chaudhari,

Greetings from MIT World Peace University, Pune! Your Life Transformation begins here!

We are pleased to convey our heartfelt congratulations to you for successfully completing the admission process. You have been provisionally selected for **M.Tech. Data Science and Analytics** for the academic year 2020-2021.

At MIT-WPU, we are committed to make your learning experience profoundly enriching and for shaping you as a dexterous professional. By completing provisional admission requirements of MIT-WPU, you will be joining one of the top Universities in India and a study program that is industry aligned. This also ensures that you are a step ahead of others whether you choose to join the Industry or pursue higher studies. MIT-WPU has the legacy of imparting 'Value Based Universal Education' known for creating Winning Personalities.

A testimony to this is our highly placed alumni network, working globally.

At MIT WPU, you will find yourself transformed into a well-groomed professional due to programme academic rigour, various opportunities to participate in high impact events, conferences, conclaves and enriched experiential learning through Industry Visits, Rural Immersion Programs, and National Study Tours & International Immersion Programs.

Our Trimester Pattern for study program ensures that students maximize their knowledge on campus with adequate blend of learnings in Theory, Practice and Innovation. We recommend that each student of MIT WPU should have a laptop for maximizing the benefits of learning.

MIT-WPU follows all the advisories issued by government & hence takes extreme precautionary measures in the present COVID-19 situation. Your entire admission process is online avoiding your visit to campus.

Your provisional admission will be secured only after paying the first instalment. Your secured admission will be confirmed subject to fulfilment of eligibility criteria. Accordingly, please complete your Online Self-Registration process by using the credentials as mentioned below.

URL : <https://selfregistration.mitwpu.edu.in/AdminLogin.aspx> **User ID :** MTC20/27190/438

Password : 6435 We look forward to welcome you to MIT-WPU. Pune *With best wishes! Dr. Prasad D Khandekar* Director-Admissions MIT World Peace University

S. No. 124, Paud Road, Kothrud, Pune 411 038 (Mah.) India
+91 20 2570 3400 / 2570 3459 +91 20 2544 2770 www.mitwpu.edu.in



MIT World Peace University is a flagship University of MAEER a MIT Group of Institutes, with over 3000 Faculty, 60000 Students and more than 100,000 Alumni all over the world.

Quick Reply

To: Anushree Chaudhari <anushreechaudhari6@gmail.com>

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U.V. PATEL COLLEGE OF ENGINEERING
GANPAT VIDYANAGAR-384012 TA&DIST: MEHSANA(NORTH GUJARAT)
PH. NO. : +91-2762-286080, 286924 TOLL FREE NO : 1800 233 12345
EMAIL : accounting@ganpatuniversity.ac.in

Fees Receipt

ENROLLMENT NO : 20014011004
STUDENT NAME : JOSHI KAPIL VIVEK MAMTA
CURRENT SEM. : I
RECEIPT NO : 004/20/001786/F
INSTITUTE : U.V. PATEL COLLEGE OF ENGINEERING
DEPARTMENT : DEPARTMENT OF COMPUTER ENGINEERING

DEGREE/BRANCH : M.TECH-CE
CATEGORY : VACANT
FEE SEMESTER : I
RECEIPT DATE : 31/12/2020
ACADEMIC YEAR : 2020-2021

Received Fees as Per Following :

Note : Students are informed to keep this receipt safely.

PARTICULAR	AMOUNT(`)
TUITION FEES	40,000.00
TOTAL	40,000.00

Amount In Words : Rupees Forty Thousand Only
: 00

Date : 31/12/2020

Branch : GNU-5204

Draw On : NEFT/SBIN320366979995/Mr Hardik
Received By : Mr.Jitendra Desai

Under Schedule 1 article 53 Exemption(B) of the India Stamp Act Charitable institutions are not required to issue Stamped receipt

For, U.V. PATEL COLLEGE OF ENGINEERING

GANPAT UNIVERSITY

GANPAT VIDYANAGAR-384012 TA&DIST: MEHSANA(NORTH GUJARAT)
PH. NO. : +91-2762-286080, 286924 TOLL FREE NO : 1800 233 12345
EMAIL : accounting@ganpatuniversity.ac.in

Fees Receipt

ENROLLMENT NO : 20014011004
STUDENT NAME : JOSHI KAPIL VIVEK MAMTA
CURRENT SEM. : I
RECEIPT NO : 004/20/001786/F
INSTITUTE : U.V. PATEL COLLEGE OF ENGINEERING
DEPARTMENT : DEPARTMENT OF COMPUTER ENGINEERING

DEGREE/BRANCH : M.TECH-CE
CATEGORY : VACANT
FEE SEMESTER : I
RECEIPT DATE : 31/12/2020
ACADEMIC YEAR : 2020-2021

Received Fees as Per Following :

PARTICULAR	AMOUNT(`)
ENROL/REGI.FEES	1,500.00
UNI. EXAM. FEES	2,000.00
TOTAL	3,500.00

Amount In Words : Rupees Three Thousand Five Hundred Only
: 00

Date : 31/12/2020

Branch : GNU-5204

Draw On : NEFT/SBIN320366979995/Mr Hardik

Received By : Mr.Jitendra Desai

Under Schedule 1 article 53 Exemption(B) of the India Stamp Act Charitable institutions are not required to issue Stamped receipt

For, GANPAT UNIVERSITY



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 2019-20

Entrepreneurship Details				
Assessment Year 2016-20				
Sr.No	Name of the student	Enrollment Number	Name of the Business/Company	Reg/GST Number
1.	Mr. Harsh Bari	EU1162105	HB GLOBAL SERVIES	27EPOPB7652JIZE

For Daboo
CREPT Coordinator

One
HOD

Head
Department of Computer Engineering
SJCEM Raigarh






(Amended)

Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

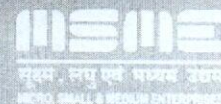
Registration Number :27HKWPS4949M1ZO

1.	Legal Name	Himanshu Hridaya Singh			
2.	Trade Name, if any	Advert Tech Solutions			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	Shop No 11, Ganeshan HSG Soc.,Siddhivinayak Residency, Near Palghar Railway Station,, Palghar East,, Palghar, Maharashtra, 401404			
5.	Date of Liability	26/11/2019			
6.	Date of Validity	From	26/11/2019	To	Not Applicable
7.	Type of Registration	Regular			
8.	Particulars of Approving Authority	Maharashtra Goods and Services Tax Act, 2017			
Signature					
Name		JUI RAMAN PATIL			
Designation		Deputy Commissioners of State Tax			
Jurisdictional Office		PALGHAR_501			
9.	Date of issue of Certificate	09/11/2020			
Note: The registration certificate is required to be prominently displayed at all places of Business/Office(s) in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 09/11/2020 by the jurisdictional authority.



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



UDYAM REGISTRATION CERTIFICATE



TYPE OF ENTERPRISE

MICRO

MANUFACTURING

UDYAM REGISTRATION NUMBER

UDYAM-MH-17-0006588

NAME OF ENTERPRISE

ADVERT TECH SOLUTIONS

SOCIAL CATEGORY OF
ENTREPRENEUR

General

NAME OF UNITS

SNo.	Udyog Aadhaar Memorandum	Units Name
1	MH17A0064980	Advert Tech Solutions

OFFICAL ADDRESS OF
ENTERPRISE

Flat/Door/Block No.	Shop No.11,	Name of Premises/ Building	Ganeshan HSG Soc.,Siddhivinayak Residency,
Village/Town	Palghar East	Block	Vevoor
Road/Street/Lane	Near Palghar Railway Station,	City	Palghar
State	MAHARASHTRA	District	PALGHAR , Pin 401404
Mobile	9699488745	Email:	adverttechsolutions@gmail.com

DATE OF INCORPORATION /
REGISTRATION OF ENTERPRISE

10/11/2019

DATE OF COMMENCEMENT OF
PRODUCTION/BUSINESS

10/11/2019

NATIONAL INDUSTRY
CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	18 - Printing and reproduction of recorded media	1811 - Printing	18119 - Other printing activities like screen printing other than textile n.e.c.	Manufacturing
2	26 - Manufacture of computer, electronic and optical products	2610 - Manufacture of electronic components	26104 - Manufacture of bare printed circuit boards, loading of components onto printed circuit boards; manufacture of interface cards (e.g. sound, video, controllers, network, modems)	Manufacturing
3	27 - Manufacture of electrical equipment	2740 - Manufacture of electric lighting equipment	27400 - Manufacture of electric lighting equipment	Manufacturing
4	85 - Education	8549 - Other education n.e.c.	85499 - Other educational services n.e.c.	Services

DATE OF UDYAM REGISTRATION

24/10/2020

Disclaimer: This is computer generated statement, no signature required.
Printed from <https://udyamregistration.gov.in>

For any assistance, you may contact:

1. DIC PALGHAR
2. MSME-DI MUMBAI

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Ministry of
MSME



Details of Additional Place of Business(s)

GSTIN	27HKWPS4949M1ZO
Legal Name	Himanshu Hridaya Singh
Trade Name, if any	Advert Tech Solutions

Total Number of Additional Places of Business(s) in the State 0



GSTIN	27HKWPS4949M1ZO
Legal Name	Himanshu Hridaya Singh
Trade Name, if any	Advert Tech Solutions

Details of Proprietor

1



Name	Himanshu Hridaya Singh
Designation/Status	PROPRIETORSHIP
Resident of State	Maharashtra



भारतीय प्रबंध संस्थान सम्बलपुर
Indian Institute of Management Sambalpur

IIM Sambalpur/MBA/ 2021MBA148

09 August 2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Biswajeet Mahapatra (2021MBA148)** is a bonafide student at Indian Institute of Management Sambalpur of the Batch 2021-23. He is pursuing his 1st year of the programme & is in the TERM-I.

This certificate is issued to him on his request.

Regards

N Mahesh Kumar
Sr. Administrative Officer
PGP Office

Indian Institute of Management Sambalpur
maheshk@iimsambalpur.ac.in
pgpoffice@iimsambalpur.ac.in
+919996235474

COMMON ADMISSION TEST 2020 (CAT 2020)

INDIAN INSTITUTES OF MANAGEMENT



CAT 2020 SCORE CARD

Name of the Candidate : MAHAPATRA BISWAJEET DIBAKAR

Candidate's Contact Details :

133/A, Railway Colony Manor Road Palghar

Town/City : Palghar

District : Palghar

State : Maharashtra

Email : bmah007@gmail.com



Test Day Photo

Uploaded Photo

CAT Registration Number	20088724	PWD Status	No
Gender	Male	Category	General
Date of Birth	30/Apr/1998	Date of Test	29th Nov 2020

Section		Section		Section		Total	
Verbal Ability & Reading Comprehension		Data Interpretation & Logical Reasoning		Quantitative Ability			
Scaled Score	Percentile	Scaled Score	Percentile	Scaled Score	Percentile	Overall Scaled Score	Overall Percentile
28.71	91.47	19.56	88.58	32.5	96.52	80.76	96.16

Instructions:

- Only those candidates who have taken the Common Admission Test (CAT 2020) are entitled to receive the score card. Keep a print-out of this score card for your information pertaining to CAT 2020. You will not receive the score card by email or by post.
- The Overall Scaled Score is the sum of the scaled scores of the candidate in the three sections.
- Percentile refers to the percentage of candidates who receive a scaled score less than or equal to the scaled score obtained by the candidate.
- IIMs and Non-IIM member institutions independently decide how to use CAT 2020 scores in line with their own selection process. The scores are to be used only for selecting the candidates to their respective Post Graduate/Fellow Programme(s) in Management.
- Detection of instances of incorrect information and process violation by a candidate at any stage will lead to disqualification of the candidate. CAT scores of such candidates who are disqualified will become null and void. Such disqualified candidates will not be allowed to appear for CAT in future. If such instances go undetected during the current selection process but are detected in subsequent years, such disqualification and the associated penalties will take place with retrospective effect.
- All queries regarding post-CAT 2020 selection process must be directed to the respective IIMs. CAT Centre will not answer post-CAT queries.
- CAT 2020 score is valid only until 31st December 2021 and is subject to the candidate meeting the minimum eligibility marks in the qualifying examination. The score card will be available on www.iimcat.ac.in till 31st December 2021 to download.
- Webmail support cat2020@iimdr.ac.in & cathelpdesk@iimcat.co.in will be available till 31st March 2021.

PACE UNIVERSITY

July 15, 2021

Mr. Omkar Sharad Vartak
Punaiya Bungalow, Nr Vitthal Mandir
Navale Nalasopara West
Palghar., Maharashtra 401304
India
India

Office of Graduate Admission

One Pace Place
New York, NY 10038
Phone: (212) 346-1531

Vineyard House
861 Bedford Road
Pleasantville, NY 10570
Phone: (914) 422-4283

graduateadmission@pace.edu
www.pace.edu

Dear Mr. Vartak,

Congratulations! On behalf of the faculty of the Seidenberg School of Computer Science and Information Systems, I am pleased to inform you that you have been accepted to the MS in Information Systems program for the Fall 2021 semester through our International Access Program (IAP). This program will provide dedicated student support services and academic planning that will ensure your success.

At Pace University, we are particularly proud of the emphasis our faculty places on teaching excellence, our small class sizes, and the extensive support services available for our students. We are confident that you will find your Pace experience rewarding.

Newly admitted students are required to submit a deposit of \$200 in order to reserve a place in the class. Submit your non-refundable [deposit online](#) by August 1, 2021 for the Fall 2021 semester. This deposit will be applied toward your Fall 2021 tuition. To ensure a seamless onboarding, we also encourage you to review your [Next Steps](#) tab for additional instructions as you prepare to join the Pace community.

Please note that you must meet with an academic advisor before registration. You may contact the Seidenberg School of Computer Science and Information Systems at seidenberginquiry@pace.edu or (212) 346-1687 where you will be advised of degree requirements, prerequisites and your course schedule.

On behalf of the Admission Committee, I extend our best wishes for success and look forward to welcoming you to Pace University and the Seidenberg School of Computer Science and Information Systems.

Sincerely,



Susan F. Ford
University Director
Graduate Admission

Student ID #: U01827447

SEVIS ID: N0032247282

SURNAME/PRIMARY NAME Vartak	GIVEN NAME Omkar Sharad	Class of Admission <h1 style="font-size: 2em;">F-1</h1> ACADEMIC AND LANGUAGE
PREFERRED NAME Omkar Sharad Vartak	PASSPORT NAME Vartak Omkar Sharad	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Virar Maharashtra	DATE OF BIRTH 11 JUNE 1999	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME PACE UNIVERSITY PACE UNIVERSITY-NEW YORK CITY	SCHOOL ADDRESS INTERNATIONAL STUDENTS & SCHOLARS OFFICE, ONE PACE PLAZA, SUITE W-207, NEW YORK, NY 10038
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Zachary Karp Int'l Graduate Admission Assistant Director	SCHOOL CODE AND APPROVAL DATE NYC214P00449000 29 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Information Science/Studies 11.0401	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 09 AUGUST 2021
START OF CLASSES 08 SEPTEMBER 2021	PROGRAM START/END DATE 08 SEPTEMBER 2021 - 15 JANUARY 2024	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 25,830	Personal Funds	\$ 0
Living Expenses	\$ 23,000	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Sponsor	\$ 53,110
Health Insurance, Books, Personal Expe	\$ 4,280	On-Campus Employment	\$ 0
TOTAL	\$ 53,110	TOTAL	\$ 53,110

REMARKS

Electronic signature due to COVID19. Mandatory New International Student Orientation on August 19, 2021.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> <i>Zachary Karp</i>	DATE ISSUED 20 July 2021	PLACE ISSUED NEW YORK, NY
SIGNATURE OF: Zachary Karp, Int'l Graduate Admission Assistant Director		

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>	SIGNATURE OF: Omkar Sharad Vartak	DATE
<input checked="" type="checkbox"/>	SIGNATURE	ADDRESS (city/state or province/country)
NAME OF PARENT OR GUARDIAN	SIGNATURE	DATE

SEVIS ID: N0032247282 (F-1)

NAME: Omkar Sharad Vartak

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Form I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.