

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-23	Sumit Chougule	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Pranav Chavan	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Swapnil Patil	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Janbavekar Sayali	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Amol Jadhav	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Saurabh Malgaonkar	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd.	2.64
2022-23	Sandeep Kailash Jadhav	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Swati Bandopant Jadhav	Electrical	2023	Tata Autocomp Systems, Ltd	1.44
2022-23	Shweta Sanjay Mole	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Prajakta Sanjay Saswade	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Neha Dilip Kulkarni	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Pranali Laxman Kamble	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Renu Rahul Bhole	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Tejas Shamrao Patil	Electrical	2023	Tata Autocomp Systems	1.44

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2022-23	Kailash Landge	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Sadesh Ahere	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Umesh Suresh Ghurke	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Vishal Surendra Prajaphil	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Suhas Kuber Munde	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Prathamesh Tanaji Sawarde	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Omkar Vijay Folake	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Prem Dhodiram Kamble	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Shivam Arun Sutar	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Niranjan Shrikant Sutar	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Aditya Anil bhuyekar	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Devraj Bharat Dalvi	Electrical	2023	Tata Autocomp Systems Ltd	1.44
2022-23	Rajwardhan Rajaram Patil	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Akshya Ramdas Kadam	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Tejas Tanaji Powar	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Omkar Kapse	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Shailesh Harugade	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Sushant Bahadure	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Tejas Patil	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Shubham Shankar Patil	Electrical	2023	Exotech Pvt Ltd, Pune	2.1

2022-23	Rakesh Ramchandra Naik	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Vaibhav Chandrakant Vibhute	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Abhishek Mane	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Abhijeet Balaso Kumbhar	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Abhijeet Sharad Patole	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Somanath Sonawane	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Mainodden Peerjade	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Tushar Salokhe	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Sanchit Pawar	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Yogesh Bhagwan Rote	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Abhishek Jadhav	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Niranjan Chougule	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Harshit Suryakant Bodake	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Amruta Vijay Gurav	Electrical	2023	Exotech Pvt Ltd, Pune	2.1
2022-23	Sonali bhosale	Mechanical	2023	Robtech Automation	1.8
2022-23	Sanket Jangam	Mechanical	2023	Walchannagar Industries	1.8
2022-23	Asif Mujawar	Mechanical	2023	Krishna Profile Industries	1.8
2022-23	Rahul Powar	Mechanical	2023	Hindgear Industries	1.5
2022-23	Sourabh Patil	Mechanical	2023	Shri Samarth Enterprise	1.6
2022-23	Omkar Suresh Shinde	Mechanical	2023	MIDea	1.8
2022-23	Kedar Shinde	Mechanical	2023	PG TechnoClass Pvt Ltd	2.1
2022-23	Tejas Patil	Mechanical	2023	Tata Autocomp Systems Ltd	2.1
2022-23	Kamlesh Sankpal	Mechanical	2023	Tata Autocomp Systems Ltd	1.44

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2022-23	Vaibhai Patil	Mechanical	2023	Poinner Cad & Designe Solutions	3.6
2022-23	Netra Gaikwad	Mechanical	2023	TVS Kolhapur	1.6
2022-23	Sagar Jadhav	Mechanical	2023	Sai Service	1.8
2022-23	Shubham Patil	Mechanical	2023	Mn& Designs	1.7
2022-23	Pranai Shinde	Mechanical	2023	Worksin	1.44
2022-23	Abhijeet	Mechanical	2023	Exotech Pvt Ltd	2.1
2022-23	Pranav Surendra Bhurke	Mechanical	2023	Exotech Pvt Ltd	2.1
2022-23	Siddhesh Chandrakant Salokhe	Mechanical	2023	Exotech Pvt Ltd	2.1
2022-23	Nikhil Chougule	Mechanical	2023	Exotech Pvt Ltd	2.1
2022-23	Sourabh Vishnu Karande	Automobile	2023	Exotech Pvt Ltd	2.1
2022-23	Akshay Ramdas Kadam	Automobile	2023	Exotech Pvt Ltd	2.1
2022-23	Pradip Namdev Parit	Automobile	2023	Exotech Pvt Ltd	2.1
2022-23	ALFIZA MULLANI,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Viraj Dinkar Patil,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Pradhumn Harikishor Mali,	CSE	2023	I VALUE, Banglore	2.9
2022-23	hrithivik Maruti Patil,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Sushant Shantanu More,	CSE	2023	I VALUE, Banglore	2.9
2022-23	Akshaykumar Bhore,	CSE	2023	I VALUE, Banglore	2.9
2022-23	Suraj Gurjar,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Shubham Raykar,	CSE	2023	I VALUE, Banglore	2.9
2022-23	Shubhangi Suresh Shetake,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Snehal Sanjay Mankar,	CSE	2023	Pratian Technologies Pvt Ltd	3.6

2022-23	Shivani Shashikant Shinde,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Omkar Marwadi,	CSE	2023	I VALUE, Bangalore	3.6
2022-23	Muskan Javed Momin,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Adesh Vijaykumar Patil,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	shivam santosh rajmane,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Pratik Shinde,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Kalyani Hulle,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Sanket Dhanwade,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Sneha,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Harshada Jaysing Patil.,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Nisha Mali,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Priyanka Uday Rukade,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Kashmira Miraso Naykawadi,	CSE	2023	I VALUE, Bangalore	2.9
2022-23	Aishwarya Shankar Patil,	CSE	2023	I VALUE, Bangalore	3.6
2022-23	Priyanka Ramchandra Koravi,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Rutuja Ravso Chougule,	CSE	2023	I VALUE, Bangalore	2.9
2022-23	Omkar Suryakant Sawant,	CSE	2023	Pratian Technologies Pvt Ltd	3.6

2022-23	Suyog Sanjay Khutale,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	Rushikesh Shridhar Dudhane,	CSE	2023	Pratian Technologies Pvt Ltd	3.6
2022-23	SOURABH DEVADKAR	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	RUSHIKESH DUDHANE	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	AARTI Gaikwad	CSE	2023	I VALUE, Banglore	1.08
2022-23	PAWAN HARDHAR	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	KALYANI HULLE	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	NIKHIL KAMBLE	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	ANIKET Lad	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	PRASHANT Lad	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	SNEHAL Mankar	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	ASIM Mujawar	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	HARSHADA Patil	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	RUTUJA Patil	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	VIRAJ Patil	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	PRANITA Patil	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	SHUBHANGI SHETAKE	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	RAVINDRA Shete	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	Pratik Shinde,	CSE	2023	Neurosoft Technology pvt ltd.	1.08
2022-23	SUPRIYA Sutar	CSE	2023	Neurosoft Technology pvt ltd.	1.08

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2022-23	KASHIMIRA NAYKAWADI	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	PRAFULL INGOLE	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	PRAJAKTA SASWADE	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	SHWETA Mole	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	Sonali bhosale	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	SWARALI CHOUGULE	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	TEJAS PATIL	CSE	2023	Neurosoft Technology pvt Ltd.	1.08
2022-23	RUTUJA KHADAKE	CSE	2023	Neurosoft Technology pvt Ltd.	1.08



N. J. Jain
PRINCIPAL
 Sanjeevan Engg. & Tech. Institute
 Somwar Peth, Panhala - 416 201

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Ref No. BRCCL/HR&A/23-24

23rd May 2023

To
Mr. Amol Pramod Jadhav
Nave Pargaon, Hatkanangale,
Kolhapur, Maharashtra

Sub: Intent Letter of Appointment

Dear Mr. Amol,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty-Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

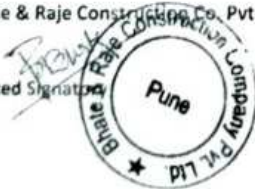
You will join the company on 15th June 2023; you are requested to bring the following documents along with you, at the time of joining.

1. A photocopy of each of proof of Address, Age. [Qualification and Experience if any]
2. 2 Passport size photographs.
3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at 10.00 a.m. on the date of joining, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association. With Best Wishes.....

For Bhate & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr. Amol Pramod Jadhav]
+91-9623651345

Ref No. BRCCPL/HR&A/23-24

23rd May 2023

To

Miss Sayali Shivaji Tambavekar
A/P- Kololi Tal- Panhala,
Kolhapur, Maharashtra

Sub: Intent Letter of Appointment

Dear Ms. Sayali,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

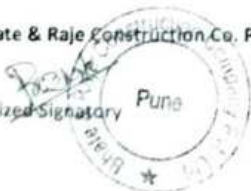
You will join the company on 15th June 2023; you are requested to bring the following documents along with you, at the time of joining

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4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at 10.00 a.m. on the date of joining, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association With Best Wishes.....

For Bhate & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Miss Sayali Shivaji Tambavekar]
+91-8007403468

Ref No. BRCCPL/HR&A/23-24

23rd May'2023

To
Mr.Sourabh Shirishkumar Malgaonkar
A/P.-Malgaon,Tal.-Miraj,
Sangali,Maharashtra

Sub: Intent Letter of Appointment

Dear Mr.Sourabh,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty-Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

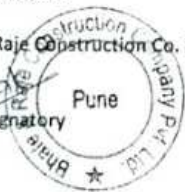
You will join the company on **15th June'2023**; you are requested to bring the following documents along with you, at the time of joining.

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3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at **10.00 a.m. on the date of joining**, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association.
With Best Wishes.....

For Bhate & Raj Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr.Sourabh Shirishkumar Malgaonkar]
+91-7721028092

**BHATE & RAJE CONSTRUCTION
COMPANY**

Registered Office: 58 B, CDSA Campus, Pune-Paud Road, Bavdhan,Pune- 411 021, Maharashtra, INDIA
Phone : +91-8956952960/61, E-mail: brccpl@gmail.com. www.bhateraje.com, CIN : U45102PN1999PTC014083
Goa Office: Villa A, Pinto Villa, Udayan Co-operative Society Complex, 631/4, Kasar
Vaddo, Socorro, Porvorim, Bardez, North Goa, Goa - 403501
Gujarat Office: Plot No.26, Luxuria Solace Park, Opp. SBI Bank Manjusar, Vadodara,
Salvi Road, Village-Manjusar, Tal - Savli, Vadodara - 391775 Gujarat.

Ref No. BRCCPL/HR&A/23-24

23rd May'2023

To
Mr.Sumit Chougule
Vatar Tarf Udgaon,
Kolhapur, Maharashtra

Sub: Intent Letter of Appointment

Dear Mr.Sumit,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty-Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

You will join the company on 15th June'2023; you are requested to bring the following documents along with you, at the time of joining.

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5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at 10.00 a.m. on the date of joining, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association. With Best Wishes.....

For Bhate & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory Pune



Received & Accepted Copy of Intimation

[Mr.Sumit Chougule]
+91-8605175656

Ref No. BRCCPL/HR&A/23-24

23rd May'2023

To

Mr.Swapnil Dhondiram Patil
A/P.-Bhatanwadi,Tal.-Karveer,
Kolhapur,Maharashtra

Sub: Intent Letter of Appointment

Dear Mr.Swapnil,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty-Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

You will join the company on **15th June'2023**; you are requested to bring the following documents along with you, at the time of joining.

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2. 2 Passport size photographs.
3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at **10.00 a.m. on the date of joining**, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association.
With Best Wishes.....

For Bhate & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory

Received & Accepted Copy of Intimation

[Mr.Swapnil Dhondiram Patil]
+91-7057340707

23rd May 2023

Ref No. BRCCPL/HR&A/23-24

To
Mr. Pranav Prakash Chavan
A/P Vadange, Tal. Karveer,
Kolhapur, Maharashtra

Sub: Intent Letter of Appointment

Dear Mr. Pranav,

This has reference to your application for employment and the subsequent interviews you had with us. We are pleased to appoint you as "Junior Engineer".

Your reporting will be to project Manager however your services are liable to be transferred to anywhere in India.

You will be paid a consolidated salary as per CTC of Rs.22,000/- [Twenty-Two Thousand Only] Per Month. However, Management reserves the rights of formulating / restructuring your Salary appropriately at any time in the future.

Hearty Congratulations!

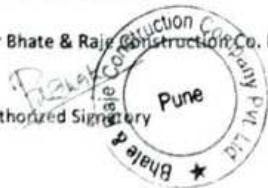
You will join the company on **15th June 2023**; you are requested to bring the following documents along with you, at the time of joining.

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2. 2 Passport size photographs.
3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

Please contact HR department at **10.00 a.m. on the date of joining**, to complete the joining formalities. We welcome you to this Organization and look forward to have long-term professional association. With Best Wishes.....

For Bhate & Raj Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr. Pranav Prakash Chavan]
+91-9325566143



Syngenta Services Private Limited
Amar Paradigm Office No. 102
S.No 110/11/3, Baner Road,
Pune- 411045
Maharashtra, India
Tel + 9120 3069 9200
Fax + 9120 3069 9480
www.syngenta.com
CIN: U74120PN2013PTC152990

Dear Viraj Patil,

12th June 2023

Re: Internship

Congratulations!!! We are pleased to inform you that we would like to offer you the position of "Intern" in our company.

Term of internship:

Your internship period will be for about 06 (Six) months. It will commence from 17th July 2023 and conclude on 17th January 2024.

Stipend:

You will be paid a stipend of Rs.30,000/- (Thirty Thousand India Rupees only) per month, subject to the company deducting applicable tax/es, including tax deductible at source. All other applicable taxes, levies etc., are to be borne by you, without any liability upon the company, in any manner whatsoever.

Other terms and conditions of this internship/training which shall be applicable, are as follows (these terms and conditions are in addition to and not in derogation of the Company policies including Code of Ethics etc.):

1. You will carry out the instructions given to you from time to time and will abide by the discipline of the establishment in which you are deployed.
2. In the event of being found unsuitable at any time during the period of the internship/training, the company will be free to discontinue the internship/training without any notice.
3. You will not disclose without the authority of the Company to anyone other than the Company's Officers authorized to receive the same, any technical, manufacturing, trade or business information or secrets acquired by them during the training and which according to the company form confidential and valuable property of the Company.
4. The Company shall not be liable to pay any damages or compensation to, on account of any injury or disability suffered during the internship/training period. Also, the Company may recover from you a sum of money to cover loss, occasioned by any damage to the machinery, tools, equipment's plants, etc. due to willful or negligent action/s on your part.
5. You will be undergoing practical training as per the requirement of your curriculum, you will not be entitled to any bonus that may be declared by the Company from time to time to its employees or to participate in Provident Fund, Gratuity or other Welfare schemes of the Company or be entitled to any other benefits applicable to the employees of the Company.
6. Nothing herein contained shall be construed as contract of service or employment so as to be considered as employee-employer relationship between you and the Company.

Please sign a duplicate of this letter in token of your acceptance of the above terms and conditions and we look forward to interacting with you soon.

With warm regards,

RAVISH

SAILY

Ravish Saily,

Head HR, GDC

Syngenta Services Private Limited
Amar Paradigm Office No. 102
S.No 110/11/3, Baner Road,
Pune- 411045
Maharashtra, India
Tel + 9120 3069 9200
Fax + 9120 3069 9480
www.syngenta.com
CIN: U74120PN2013PTC152990



KRISHNA PROFILE INDUSTRIES

Plot No. 148A, Sector No. 7, P.C.N.T.D.A., Bhosari, Pune - 411 026.
Maharashtra, India. Contact : +91 9762931879



ISO 9001:2005

Lr No:- KPI/HR/OL/11

Date-2/04/2023.

TO,

Mr. Asif Mujawar

A/P- Balinge Tal- Karveer,

Dist- Kolhapur 416010

Sub:- Letter of offer

Dear,

Mr. . Asif Mujawar

Congratulation & welcome to the family,

Thank you for exploring career opportunities with Krishna profile Industries (KPI).

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 **Jr. Engineer**. Your gross payment including all benefits

Will be 'Rs.12,000/-' Per Month in Hand .

Kindly confirm your acceptance of the offer within 3 days through written e-mail.

FOR KRISHNA PROFILE INDUSTRIES,

DIRECTOR.

ROHIT AGARWAL

HR

RUPALI PISAL

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - VIRAJ PATIL .

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly **confidential** and will not share it with anyone outside the company. You will not use it for your own **benefits** and on completion of the Tenure: you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosoft Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - TEJAS PATIL ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations .

Best Regards,
Neurosoftch Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SWARALI

CHOUGULE ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations .

Best Regards,

Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid



Offer Letter

Date Of Joining. - 04/04/2023

Name of Candidate: - SUPRIYA SUTAR ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of 9000. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shahid

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SOURABH D.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04 2023

Name of Candidate: - SONALI BHOSALE ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid Girgaonkar



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SNEHAL MANKAR ,

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHUBHANGI

SHETAKE .

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHWETA MOLE ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shweta Mole

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHUBHAM KAMBLE .

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHUBHAM PAWAR .

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHIVANI SHINDE ,

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Congratulations .

Best Regards,

Neurosoftech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHIVAM RAJMANE .

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SOURABH D.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - RUTUJA PATIL .

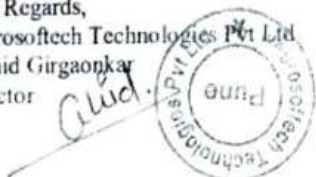
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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - RUSHIKESH D.

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Congratulations .

Best Regards,
Neurosoftech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - RAVINDRA SHETE ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor **Shahid Girgaonkar**.

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRIYANKA RUKADE ,

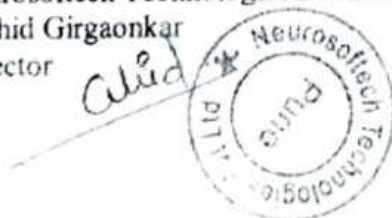
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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRATIK SHINDE .

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Congratulations .

Best Regards,
Neurosoftech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRASHANT LAD .

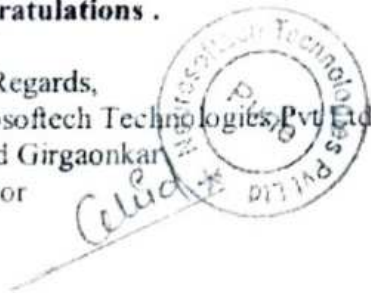
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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRANITA PATIL .

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRAJAKTA SASWADE

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shahid...

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRAFULL INGOLE .

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Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRADHUMN MALI ,

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Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PAWAN HARDHAR ,

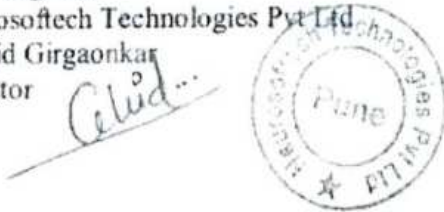
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Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - NISHA SHINDE ,

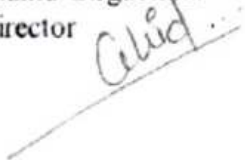
I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - NIKHIL KAMBLE ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shahid...

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - MUSKAN MOMIN ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shahid...

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - KASHIMIRA

NAYKAWADI ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - KALYANI HULLE .

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of 9000. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - HARSHADA PATIL ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Shahid



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - ASIM MUJAWAR ,

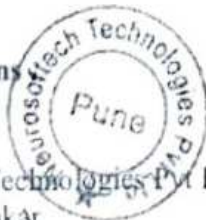
I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of 9000. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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Congratulations

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Shahid Girgaonkar

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - ANIKET LAD ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - ALFIZA MULLANI ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt.Ltd
Shahid Girgaonkar
Director



Alfiza

Offer Letter

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
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ENGINEERING &

Date Of Joining: - 04/04/2023

Name of Candidate: - AARTII GAIKWAD ,

I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

As an intern, you are not the company's employee; and therefore, will not receive health and compensation benefits. You have to come office on regular basis and no excuse of time managements. You understand that participating in the Trainee program is not For Full Time Employment whereas assigning new project or merged in full time employment will be subject to your performance during your Trainee Period

During your Trainee, you will have an access to company's clients and confidential information. You agree that you will keep all this information and client information strictly confidential and will not share it with anyone outside the company. You will not use it for your own benefits and on completion of the Tenure; you will return documents, equipment, and all property of the company.

Congratulations .

Best Regards,
Neurosoftech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Internship Based Hiring Program Selection Letter

Dear ALFIZA MULLANI,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs. You will be associated with Pratian Technologies. You will have another internship with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

1. **1-6 months** - Rs 4000 /- (Online training)
2. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV NATVAR JAIN
SANJEEV NATVAR JAIN
C-SANJEEVAN
ENGINEERING &

APR 20, 2023

APPENDIX A
Compensation & Benefit Sheet

Employee Name	Monthly	Annual
Designation		
Location		
Component		
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400

Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 SANJEEV
 NATVAR JAIN
 Digitally Signed By
 SANJEEV NATVAR
 JAIN
 P-C-SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

APR 20, 2023

Dear Viraj Dinker Patil,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratiian Technologies. You will have another interesting interaction with a member of the team from Pratiian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiian Technologies Pvt Ltd.**, headquartered in Pratiian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your Internship tenure and the break up is given below:

1. **1-6 months - Rs 4000 /- (Online training)**
2. **7-10 months - Rs 12000 /- (Offline training in Bangalore/Noida)**

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR JAIN
C-SANJEEVAN
ENGINEERING &

APPENDIX A
Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,79,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798

Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400

Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Adhara charges 0.5% + EDLI 0.5%

Signature Not Verified
 SANJEEV NATVAR JAIN
 Digitally Signed By
 SANJEEV NATVAR JAIN
 O-SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Dear Prathumn Harikishor Mall,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratiyan Technologies. You will have another internship with a member of the team from Pratiyan Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiyan Technologies Pvt Ltd.**, headquartered in Pratiyan Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

3. **1-6 months - Rs 4000 /- (Online training)**
4. **7-10 months - Rs 12000 /- (Offline training in Bangalore/Noida)**

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiyan Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR JAIN
C-SANJEEVAN
ENGINEERING &

Apr 20, 2023



APPENDIX A

Compensation & Benefit Sheet

Employee Name			
Designation			
Location			
Component	Monthly	Annual	
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	
HRA	5,833	70,000	
Medical	1,250	15,000	
Conveyance	1,600	19,200	
Special Allowance	3,300	39,598	
Total - A	26,567	3,18,798	

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-	
Employer PF (13% of Basic)	1,896	22,750	
Gratuity (4.83% on Basic)	704	8,453	
Total - B	2,600	31,203	

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-	
Employee PF (12% of Basic)	1,800	21,000	
Professional Tax	200	2,400	
Total - C	2,000	23,400	
Fixed CTC (Part - A + B)	29,168	3,50,000	
TOTAL CTC	29,168	3,50,000	
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaver Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified

 Digitally Signed By
 SANJEEV NATVAR JAIN
 C-SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear hrithvik Maruti Patil,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratiin Technologies. You will have another introduction with a member of the team from Pratiin Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiin Technologies Pvt Ltd**, headquartered in Pratiin Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your Internship tenure and the break up is given below:

5. **1-6 months - Rs 4000 /- (Online training)**
6. **7-10 months - Rs 12000 /- (Offline training in Bangalore/Noida)**

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiin Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
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Digitally Signed By
SANJEEV NATVAR
JAIN
C-SANJEEVAN
ENGINEERING &

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Sushant Shantanu More,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

7. **1-6 months** - Rs 4000 /- (Online training)
8. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

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You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O-SANJEEVAN
ENGINEERING &



APPENDIX A

Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component	Monthly	Annual
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HRA	5,833	70,000
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Conveyance	1,600	19,200
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Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
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TOTAL CTC	29,168	3,50,000
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- *Net take home is subject to TDS deductions as per income tax norms.
- * This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.
- * All Unused Earned Leaver Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.
- * Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR
 NATVAR JAIN
 SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Akshaykumar Bhowe,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another induction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your Internship tenure and the break up is given below:

9. **1-6 months** - Rs 4000 /- (Online training)
10. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
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APPENDIX A
Compensation & Benefit Sheet

Employee Name		Monthly	Annual
Designation			
Location			
Component			
Part A - Gross Salary			
Basic & DA	14,583	1,71,000	20,52,000
HRA	5,833	70,000	8,40,000
Medical	1,250	15,000	1,80,000
Conveyance	1,600	19,200	2,30,400
Special Allowance	3,300	39,598	4,75,176
Total - A	26,567	3,18,798	38,68,576
Part B - Employer Contribution			
Employer ESI (3.25% of Gross)	-	-	-
Employer PF (13% of Basic)	1,896	22,750	2,73,000
Gratuity (4.83% on Basic)	704	8,453	1,01,436
Total - B	2,600	31,203	3,74,436
Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	-
Employee PF (12% of Basic)	1,800	21,000	2,52,000
Professional Tax	200	2,400	28,800
Total - C	2,000	23,400	2,80,800
Fixed CTC (Part - A + B)	29,168	3,50,000	4,20,000
TOTAL CTC	29,168	3,50,000	4,20,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	3,53,176

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR JAIN
 SANJEEV NATVAR JAIN
 SANJEEVAN ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Suraj Gurjar,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another meeting with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 11. **1-6 months** - Rs 4000 /- (Online training)
- 12. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
Digitally Signed By
SANJEEV
NATVAR JAIN
C-SANJEEVAN
ENGINEERING &

APPENDIX A
Compensation & Benefit Sheet

Employee Name			
Designation			
Location			
Component		Monthly	Annual
Part A - Gross Salary			
Basic & DA	14,583	1,71,000	20,52,000
HRA	5,833	70,000	8,40,000
Medical	1,250	15,000	1,80,000
Conveyance	1,600	19,200	2,30,400
Special Allowance	3,300	39,598	4,75,176
Total - A	26,567	3,18,798	38,68,576

Part B - Employer Contribution

Employee ESI (0.25% of Gross)	-	-	-
Employer PF (13% of Basic)	1,896	22,750	2,73,000
Gratuity (4.83% on Basic)	704	8,453	1,01,436
Total - B	2,600	31,203	3,74,436

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-	-
Employee PF (12% of Basic)	1,800	21,000	2,52,000
Professional Tax	200	2,400	28,800
Total - C	2,000	23,400	2,80,800
Fixed CTC (Part - A + B)	29,168	3,50,000	4,20,000
TOTAL CTC	29,168	3,50,000	4,20,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	3,59,200

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR
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 ENGINEERING &

Internship Based Hiring Program Selection Letter

Dear Shubham Roykar,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Praton Technologies. You will have another inclusion with a member of the team from Praton Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training offer which you will be hired as a full-time employee of **Praton Technologies Pvt Ltd**, headquartered in Praton Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your Internship tenure and the break up is given below:

- 13. 1-6 months - Rs 4000 /- (Online training)**
- 14. 7-10 months - Rs 12000 /- (Offline training in Bangalore/Noida)**

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Praton Technologies Pvt. Ltd. and will be offered the position of "**Software Engineer**". You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
Digitally Signed By
SANJEEV NATVAR
NATVAR JAIN
C-SANJEEVAN
ENGINEERING &

APPENDIX A
Compensation & Benefit Sheet

Employee Name			
Designation			
Location			
Component	Monthly	Annular	
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	
HRA	5,833	70,000	
Medical	1,250	15,000	
Conveyance	1,600	19,200	
Special Allowance	3,300	39,598	
Total - A	26,567	3,18,798	

Part B - Employer Contribution			
Employee ESI (3.25% of Gross)	-	-	
Employer PF (13% of Basic)	1,896	22,750	
Gratuity (4.83% on Basic)	704	8,453	
Total - B	2,600	31,203	

Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	
Employee PF (12% of Basic)	1,800	21,000	
Professional Tax	200	2,400	
Total - C	2,000	23,400	
Fixed CTC (Part - A + B)	29,168	3,50,000	
TOTAL CTC	29,168	3,50,000	
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

• **Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%**

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR
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Internship Based Hiring Program Selection Letter

Dear Shubhangi Suresh Shetake,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another information with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 15. **1-6 months** - Rs 4000 /- (Online training)
- 16. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of "**Software Engineer**". You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

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APPENDIX A

Compensation & Benefit Sheet

Employee Name		Monthly	Annual
Designation			
Location			
Component			
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	
HRA	5,833	70,000	
Medical	1,250	15,000	
Conveyance	1,600	19,200	
Special Allowance	3,300	39,598	
Total - A	26,567	3,18,798	

Part B - Employer Contribution			
Employer ESI (3.25% of Gross)	-	-	
Employer PF (13% of Basic)	1,896	22,750	
Gratuity (4.83% on Basic)	704	8,453	
Total - B	2,600	31,203	

Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	
Employee PF (12% of Basic)	1,800	21,000	
Professional Tax	200	2,400	
Total - C	2,000	23,400	
Fixed CTC (Part - A + B)	29,168	3,50,000	
TOTAL CTC	29,168	3,50,000	
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	

- *Net take home is subject to TDS deductions as per income tax norms.
- This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.
- All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.
- Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 SANJEEV
 NATVAR JAIN
 Digitally Signed By
 SANJEEV NATVAR
 JAIN
 O-SANJEEVAN
 ENGINEERING &



Internship Based Hiring Program Selection Letter

Dear Snehal Sanjay Mankar,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another in-person interview with a member of the team from Pratian Technologies before you start your program with us.

Signature Not Verified
SANJEEV NATVAR JAIN
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This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 17. **1-6 months - Rs 4000 /-** (Online training)
- 18. **7-10 months - Rs 12000 /-** (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

APPENDIX A
Compensation & Benefit Sheet

Employee Name		Monthly	Annual
Designation			
Location			
Component			
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	21,00,000
HRA	5,833	70,000	8,40,000
Medical	1,250	15,000	1,80,000
Conveyance	1,600	19,200	2,30,400
Special Allowance	3,300	39,598	4,75,176
Total - A	26,567	3,18,798	38,65,676

Part B - Employer Contribution			
Employee ESI (0.75% of Gross)	-	-	-
Employer PF (13% of Basic)	1,896	22,750	2,73,000
Gratuity (4.83% on Basic)	704	8,453	1,02,636
Total - B	2,600	31,203	3,76,636

Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	-
Employee PF (12% of Basic)	1,800	21,000	2,52,000
Professional Tax	200	2,400	28,800
Total - C	2,000	23,400	2,80,800
Fixed CTC (Part - A + B)	29,168	3,50,000	4,20,000
TOTAL CTC	29,168	3,50,000	4,20,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	3,56,804

- * This Amount is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.
- * All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement
- * Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
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 NATVAR JAIN
 Digitally Signed By
 SAJEEV NATVAR
 JAIN
 9-5-2024 11:58:59 AM
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 ENGINEERING &

Internship Based Hiring Program Selection Letter

Dear Shivani Shashikant Shinde,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 19. **1-6 months** - Rs 4000 /- (Online training)
- 20. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
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ENGINEERING &

APPENDIX A
Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

* All Unused Earned Leaves L-10pc / can be encashed at the end of the Financial Year / Full & Final Settlement

* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR JAIN
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 SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Omkar Manwadi,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interview with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 21. **1-6 months - Rs 4000 /-** (Online training)
- 22. **7-10 months - Rs 12000 /-** (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **“Software Engineer”**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
Digitally Signed By
SANJEEV NATVAR JAIN
D-SANJEEVAN
ENGINEERING &



APPENDIX A

Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component		Monthly
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400

Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

- *Net take home is subject to TDS deductions as per income tax norms.
- This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.
- All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.
- Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR JAIN
 OF SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Dear Muskan Javed Momin,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interview with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 23. **1-6 months** - Rs 4000 /- (Online training)
- 24. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **“Software Engineer”**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
SANDHEEV
NATVAR JAIN
Digitally Signed By
SANDHEEV NATVAR
JAIN
D-SANJEEVAN
ENGINEERING &

Apr 20, 2023

APPENDIX A
Compensation & Benefit Sheet

Employee Name			
Designation			
Location			
Component	Monthly	Annual	
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	
HRA	5,833	70,000	
Medical	1,250	15,000	
Conveyance	1,600	19,200	
Special Allowance	3,300	39,598	
Total - A	26,567	3,18,798	

Part B - Employer Contribution			
Employer ESI (3.25% of Gross)	-	-	
Employer PF (13% of Basic)	1,896	22,750	
Gratuity (4.83% on Basic)	704	8,453	
Total - B	2,600	31,203	

Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	
Employee PF (12% of Basic)	1,800	21,000	
Professional Tax	200	2,400	
Total - C	2,000	23,400	
Fixed CTC (Part - A + B)	29,168	3,50,000	
TOTAL CTC	29,168	3,50,000	
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV NATVAR
 JAIN
 P-SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Adesh Vijaykumar Patil,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratiian Technologies. You will have another interesting interaction with a member of the team from Pratiian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months Intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiian Technologies Pvt Ltd.**, headquartered in Pratiian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 25. **1-6 months** - Rs 4000 /- (Online training)
- 26. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O=SANJEEVAN
ENGINEERING &



APPENDIX A

Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798

Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

• Employee contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified

SANJEEV
NATVAR JAIN

Digitally Signed By
SANJEEV NATVAR
JAIN
C-SANJEEVAN
ENGINEERING &

Internship Based Hiring Program Selection Letter

Dear shivam santosh rajname,

Congratulations on your **selection for the Internship Based Hiring Program** offered by Careerlabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interesting experience with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by Careerlabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 27. **1-6 months** - Rs 4000 /- (Online training)
- 28. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the Careerlabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the Careerlabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at: support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For Careerlabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR JAIN
C-SANJEEVAN
ENGINEERING &



APPENDIX A

Compensation & Benefit Sheet

Employee Name		Monthly	Annual
Designation			
Location			
Component			
Part A - Gross Salary			
Basic & DA		14,583	1,77,000
HRA		5,833	70,000
Medical		1,250	15,000
Conveyance		1,600	19,200
Special Allowance		3,300	39,598
Total - A		26,567	3,18,798

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400

Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

* This Amendment is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPI Adman charges 0.5% + EDLI 0.5%

Signature Not Verified

SANJEEV
NATVAR JAINDigitally Signed By
SANJEEV NATVAR
JAIN
O-SANJEEVAN
ENGINEERING &



Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Pratik Shinde,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratiin Technologies. You will have another important association with a member of the team from Pratiin Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiin Technologies Pvt Ltd**, headquartered in Pratiin Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 29. **1-6 months - Rs 4000 /- (Online training)**
- 30. **7-10 months - Rs 12000 /- (Offline training in Bangalore/Noida)**

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiin Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR JAIN
O-SANJEEVAN
ENGINEERING &

APPENDIX A
Compensation & Benefit Sheet

Employee Name		Monthly	Annually
Designation			
Location			
Component			
Part A - Gross Salary			
Basic & DA	14,583	1,72,998	20,759,760
HRA	5,833	70,000	8,400,000
Medical	1,250	15,000	1,80,000
Conveyance	1,600	19,200	2,30,400
Special Allowance	3,300	39,598	4,751,856
Total - A	26,567	3,18,798	38,642,016

Part B - Employer Contribution

Employer ESI (3.25% of Gross)	-	-	-
Employer PF (13% of Basic)	1,896	22,750	2,730,000
Gratuity (4.83% on Basic)	704	8,453	1,01,436
Total - B	2,600	31,203	3,741,436

Part C - Employee Deductions

Employee ESI (0.75% of Gross)	-	-	-
Employee PF (12% of Basic)	1,800	21,000	2,520,000
Professional Tax	200	2,400	28,800
Total - C	2,000	23,400	2,548,800
Fixed CTC (Part - A + B)	29,168	3,50,000	42,000,000
TOTAL CTC	29,168	3,50,000	42,000,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	35,451,216

*Net take home is subject to TDS deductions as per income tax norms.

• This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

• All Unused Earned Leaver Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.

• Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified

 Digitally Signed By
 SANJEEV NATVAR JAIN
 9-SANJEEVAN
 ENGINEERING &

Internship Based Hiring Program Selection Letter

Apr 20, 2023

Dear Kalyani Hulle,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratiian Technologies. You will have another important milestone in your career with a member of the team from Pratiian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discover! Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratiian Technologies Pvt Ltd.**, headquartered in Pratiian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your Internship tenure and the break up is given below:

- 31. **1-6 months** - Rs 4000 /- (Online training)
- 32. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratiian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
C-SANJEEVAN
ENGINEERING &

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Sanket Dhanwade,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 33. **1-6 months** - Rs 4000 /- (Online training)
- 34. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed by
SANJEEV NATVAR
JAIN,
O=SANJEEVAN
ENGINEERING

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Sneha,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

35. **1-6 months** - Rs 4000 /- (Online training)
36. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
Digitally Signed By
SANJEEV NATVAR JAIN,
D=SANJEEVAN
ENGINEERING &

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Harshada Jaysing Patil,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

37. **1-6 months** - Rs 4000 /- (Online training)

38. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed
SANJEEV NATVAR JAIN
O-SANJEEVAN
ENGINEERING

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Signature Not Verified
 SANJEEV
 NATVAR JAIN
 Digitally Signed by
 SANJEEV NATVAR JAIN,
 O=SANJEEV,
 C=INDIA,
 O=ENGINEER

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Nisha Mali,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

39. **1-6 months** - Rs 4000 /- (Online training)

40. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O-SANJEEVAN
ENGINEERING &

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Priyanka Uday Rukade,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

41. **1-6 months** - Rs 4000 /- (Online training)
42. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of "**Software Engineer**". You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O-SANJEEVAN
ENGINEERING &

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Kashmira Miraso Naykawadi,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 43. **1-6 months** - Rs 4000 /- (Online training)
- 44. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
SANJEEV N
JAIN
O-SANJEEV
ENGINEER

APPENDIX A

Compensation & Benefit Sheet			
Employee Name			
Designation			
Location			
Component	Monthly	Ann	
Part A - Gross Salary			
Basic & DA	14,583	1,75,000	
HRA	5,833	70,000	
Medical	1,250	15,000	
Conveyance	1,600	19,200	
Special Allowance	3,300	39,598	
Total - A	26,567	3,18,798	
Part B - Employer Contribution			
Employer ESI (3.25% of Gross)	-	-	
Employer PF (13% of Basic)	1,896	22,750	
Gratuity (4.83% on Basic)	704	8,453	
Total - B	2,600	31,203	
Part C - Employee Deductions			
Employee ESI (0.75% of Gross)	-	-	
Employee PF (12% of Basic)	1,800	21,000	
Professional Tax	200	2,400	
Total - C	2,000	23,400	
Fixed CTC (Part - A + B)	29,168	3,50,000	
TOTAL CTC	29,168	3,50,000	
Fixed Net Take Home (Part A - C)*	24,567	2,94,804	

*Net take home is subject to TDS deductions as per income tax norms.

* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement

* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

Signature Not Verified
 Digitally Signed By
 SANJEEV
 NATVAR JAIN
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 ENGINEERING &

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Aishwarya Shankar Patil,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

- 45. **1-6 months** - Rs 4000 /- (Online training)
- 46. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of "**Software Engineer**". You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verif
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SANJEEV
NATVAR JAIN
JAIN,
SANJEEV
ENGINEER

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Priyanka Ramchandra Koravi,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

47. **1-6 months** - Rs 4000 /- (Online training)
48. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O=SANJEEVAN
ENGINEERING &

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Rutuja Ravso Chougule,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

49. **1-6 months** - Rs 4000 /- (Online training)

50. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed
SANJEEV NATVAR
JAIN,
SANJEEVAN
ENGINEERING

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Internship Based Hiring Program Selection Letter

Dear Omkar Suryakant Sawant,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

51. **1-6 months** - Rs 4000 /- (Online training)

52. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the CareerLabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
SANJEEV NA
JAIN,
ENGINEERIN

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Suyog Sanjay Khutale,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

53. **1-6 months** - Rs 4000 /- (Online training)

54. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Signature Not Verified
SANJEEV
NATVAR JAIN
Digitally Signed By
SANJEEV NATVAR
JAIN
O-SANJEEVAN
ENGINEERING &

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Rushikesh Shridhar Dudhane,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies. You will have another interaction with a member of the team from Pratian Technologies before you start your program with us.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 10-months intense SkillAssure Internship Program by CareerLabs, in which 6-months will be Online training and 4-months of Offline training after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru or Noida.

You will be paid the following stipend during your internship tenure and the break up is given below:

55. **1-6 months** - Rs 4000 /- (Online training)

56. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 3,50,000** (Three Lakhs Fifty Thousand Indian Rupees only). The break-up of your CTC is attached for your reference in Appendix A.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 24 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

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APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

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19-Apr-2023

Mr. Sourabh Devadkar

Subject: Offer for Internship Program

With reference to the discussion, we had with you, we are pleased to offer you the position of Intern with Software Engineering Services division in Neilsoft starting from 27-Apr-2023 to 27-July-2023. Your posting will be at our Pune office.

1. You will be entitled to internship fees of Rs. 12,000/- per month.
2. Under the internship program, the policies, rules, and regulations of the company with respect to office timings, weekly off etc., prevail from time to time. These will be explained to you at the time of joining the company. You will sign a non-disclosure agreement at the time of joining the organization.
3. Post joining, Trainings by internal resources shall be provided to the you on Android and Flutter Development.

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

You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please ask for **Shruti Pokle** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft Limited, SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057.

We understand that you may have queries during your joining period. We would encourage you to contact **Vaishnavi Rakhunde** on Email ID: vaishnavi.rakhunde@neilsoft.com Mobile: 9422869402

Yours Sincerely,
Neilsoft,



Manager - Recruitment

I accept the contract offer on stipulated terms & conditions and will report for duties on 27 April 2023.

Signature: Sourabh Shashikant Devadkar

Date: 19-04-2023

Place: Kolhapur

SEZ – Plot No. 21/2, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune – 411057, India
CIN: U72200PN1991PTC062192 | info@neilsoft.com | www.neilsoft.com

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20-Apr-2023

Mr. Ravindra Shete

Subject: Offer for Internship Program

With reference to the discussion, we had with you, we are pleased to offer you the position of Intern with Software Engineering Services division in Neilsoft starting from 27-Apr-2023 to 27-July-2023. Your posting will be at our Pune office.

1. You will be entitled to internship fees of Rs. 12,000/- per month.
2. Under the internship program, the policies, rules, and regulations of the company with respect to office timings, weekly off etc, prevail from time to time. These will be explained to you at the time of joining the company. You will sign a non-disclosure agreement at the time of joining the organization.
3. Post joining, Trainings by internal resources shall be provided to the you on Web Application Development.

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

You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please ask for Shruti Pokle to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft Limited, SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057.

We understand that you may have queries during your joining period. We would encourage you to contact Vaishnavi Rakhunde on Email ID: vaishnavi.rakhunde@neilsoft.com Mobile: 9422869402

Yours Sincerely,
Neilsoft,



Manager - Recruitment

I accept the contract offer on stipulated terms & conditions and will report for duties on 27 April 2023

Signature: Ravindra Amar Shete

Date: 19 April 2023

Place: Kolhapur

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06-Jun-2023

Ms. Shubhangi Shetake

Subject: Offer for Internship Program

With reference to the discussion, we had with you, we are pleased to offer you the position of Intern with R&I division in Neilsoft starting from 12-Jun-2023 to 12-Aug-2023. Your posting will be at our Pune office.

1. You will be entitled to internship fees of Rs. 12,000/- per month.
2. Under the internship program, the policies, rules, and regulations of the company with respect to office timings, weekly off etc., prevail from time to time. These will be explained to you at the time of joining the company. You will sign a non-disclosure agreement at the time of joining the organization.
3. Post joining, Trainings by internal resources shall be provided to the you on Web Application Development.

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

You are requested to report at the following address by **09.30 AM** on the date of joining mentioned above. Please ask for **Shruti Pokle** to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address: Neilsoft Limited, SEZ – Plot No. 21/2, Rajiv Gandhi InfoTech Park, Hinjewadi Phase III, Pune-411057.

We understand that you may have queries during your joining period. We would encourage you to contact **Vaishnavi Thorat** on Email ID: vaishnavi.thorat@neilsoft.com Mobile: 9527183816

Yours Sincerely,
Neilsoft,



Manager - Recruitment

I accept the contract offer on stipulated terms & conditions and will report for duties on 12-06-2023

Signature: Shubhangi Suresh Shetake

Date: 06-06-2023

Place: Nipani

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Amith K Aug 23



to me, Mitish, Saurabh ✓

Hi Dr Ajay,

Thanks for the wonderful opportunity for giving us in your college.

As discussed, please note below mentioned selected candidates and 2nd round shortlisted candidates for your reference.**Selected Candidates**

Sl No	Name	Mobile	Email	Communication	Tech	Remarks
1	Sushant Shantanu More	+91 8830871912	sushant.s.more894@gmail.com	4	4	Selected
2	Pradhumn Harikishor Mali	+91 9822544334	pradhumnomali8485@gmail.com	3	3	Selected
3	Akshaykumar Bhore	+91 8855801912	akshaybhore09@gmail.com	3	3	Selected
4	Kashmira Naykawadi	9960167383	naykawadikashmira@gmail.com	3	3	Selected
5	Aarti Gaikwad	7757979419	aartigaikwad1312@gmail.com	3	3	Selected
6	Rutuja Raoso Chougule	+91 8767277525	chougulerutuja2001@gmail.com	3	3	Selected
7	Jyoti Kumar Magdum	+91 7507272104	jyotimagdum004@gmail.com	3	3	Selected
8	Shreyash Shivaji Ghodake	+91 8806886472	shreyashghodake99@gmail.com	3	3	Selected
9	Pooja Maruti Kumbhar	+91 9067283826	pooja987kumbhar@gmail.com	3	3	Selected
10	Vaishnavi Madhukar Khambe	+91 9970705474	vaishnavi.khambe8674@gmail.com	3	3	Selected
11	Gokul Ganesh	+91 9325102401	gokulganesh2408@gmail.com	3	3	Selected
12	Sakshi Sachin Gundakalli	+91 7887402954	gundakalisakshi@gmail.com	3	3	Selected
13	Rishikesh Vishal Pandare	+91 8237115182	pandarerishikesh@gmail.com	3	3	Selected
14	Ajay Balasaheb Patil	+91 9168249665	patilajay1616@gmail.com	3	3	Selected
15	Mugdha Naikwadi	+91 9130081754	naikwadimugdha1995@gmail.com	3	3	Selected
16	Shubham Raykar	+91 9823332643	shubhamraykar17@gmail.com	3	3	Selected

2nd Round selected candidates

Sl No	Name	Mobile	Email
1	Aishwarya Shankar Patil	+91 7666772144	patilnish1296@gmail.com
2	Arya Bhosale	+91 9075534490	aryabhosale98@gmail.com
3	Prakash Shivappa Jambagi	+91 9535262198	prakashjambagi2002@gmail.com
4	Shreya Sitaram Shinde	+91 8668914070	shreyashinde106@gmail.com
5	Omkar Balaso Marwadi	+91 9075914867	omkar.marwadi11@gmail.com

If any quereis please reachout to me.

Regards,

Amith K
 Program Lead - IAcademy
 Mobile: +91 9663931660
 Website: www.iValuegroup.com

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Fwd: BDT- 2022 ON-BOARDING

19 Abhijeet Harugade <abhijeetharugade0909@gmail.com>
To: pravin.atigare@seti.edu.in

Wed, Aug 10, 2022 at 12:25 PM

abh

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

From: **soumyasree babji** <soumyasree.babji@byjus.com>
Date: Wed, 3 Aug 2022, 18:06
Subject: BDT- 2022 ON-BOARDING
To: <abhijeetharugade0909@gmail.com>



Dear Candidate,

Greetings from BYJU'S!

We are thrilled to inform you that we are moving on to the final phase of the onboarding process. The details for your joining are mentioned below.

JOINING DETAILS:

Date of Joining :	16th Aug 2022
Joining Location :	Bangalore

Stipend for the entire Training Program of 6 weeks: INR 33,750 (Stipend) + additional weekly accommodation allowance of INR 2000 per week for any candidate not belonging to the Joining Location.

Details of Business Development Trainee Program: You will be undergoing Byju's Sales Training for a minimum duration of 6 weeks with an option with the company to extend it upto a maximum of 2 weeks. The first 2 weeks of this training will be classroom training followed by 4 weeks of "On-the-Job Training", both conducted out of Bangalore. You will be assessed and monitored during this training program. Upon successful completion of the training and based on your performance you will be moved to the suitable sales function as a Business Development Associate for the role of Direct Sales at a CTC of INR 7 LPA (fixed pay) + 3 LPA (variable pay) or Inside Sales at a CTC of INR 5 LPA (fixed pay) + 3 LPA (variable pay) based upon the company's requirement. With initial onboarding and subsequent weeks of training being in Bangalore. Please plan on finding accommodations in and around travel distance from our office (whose address is given below):

Office 1 : Prestige Tech Park office address , 2nd Floor ,Venus Block, Prestige Tech Park 2, Marathahalli Signature Not Verified Road, Kadubeesanahalli, Bangalore

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Office 2 : Kalyani Tech Park , Kundalahalli - 560037

Important things to note :

- All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
- Please note that the offer letters are finalized post discussion and no further extensions would be entertained.
- Business formal or business casual attire is mandatory during work hours.
- You are required to have taken at least 1 dose of a COVID-19 vaccination before joining.

Registration Details: As an initial step of joining the training program, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the formal invitation letter(after it is released)

REGISTRATION LINK: <https://career10.successfactors.com/sfcareer/jobreqcareerpvt?jobId=13763&company=thinkandle&st=08314FE153F119BF69C86D6846ACD19B0E5BF817>

Step 1: Register using the below-mentioned link

Step 2: Complete your details in the 'Application Page'

Step 3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step 4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your invitation Letter.

During the process if you find any error please clear all browsing history and cookies and try again.If still a problem exists, try from a different browser or Mobile/Laptop/Desktop by clearing all browsing history.

List of Documents to be carried for onboarding

1. 2 Passport Size Photograph
2. Resume
3. Offer Letter
4. Aadhar Card
5. PAN card
6. Highest Education – All documents
7. Bank Documents
8. UAN Member passbook – if they have any from previous experience
9. If by any chance anyone has prior experience – Experience letter also

ABOUT BYJU'S:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalized K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalized for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 50 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 1701+ cities, the BYJU'S app is making learning enjoyable and effective.

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Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalized learning methodologies.

Till date BYJU'S has raised over USD 2 Billion from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a *BYJUite* officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.



Thanks & Regards
Soumyasree Siddalingappa Babji


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Recruitment Associate
E- soumyasree.babji@byjus.com



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Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 1:44 PM

To: aditvachitnis9999@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Aditya Chitnis ,

*Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Robotics Engineer Trainee** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.*

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
Moshi, Pimpri-Chinchwad,
Maharashtra-412105
Contact:- 9168114848,



Web: <http://www.robtechautomation.in>

<https://www.linkedin.com/company/robtech/>

https://www.facebook.com/Robtech_automation/

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

[Quoted text hidden]

2 attachments



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January 22, 2022

Dear Ajay Patil,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within **15** days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a **desktop/laptop**.
[Click to Complete](#)

Your Login Information:

Login Name: patilajay1616@gmail.com

(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to

manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

This message was sent to patilajay1616@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=DAA321946543&contactId=17426820>

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Offer: Computer Consultancy

Ref: TCSL/DT20219391995/Chennai

Date: 31/01/2022

Mr. Akash Pandurang Patil
Ambika Nagar,
Kandur,
Kandur-415408,
Maharashtra.
Tel# -

Dear Akash Pandurang Patil,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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/ TCS Xperience (detailed under Terms & 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.

TCS Confidential

TCSL/DT20219391995

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



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 based on 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 / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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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.



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 recommended 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.

3. Training Period

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

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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. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

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

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serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

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

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18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. 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.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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



24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Akash Pandurang 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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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 / Xperience Program.

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the 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. **Working in SBWS Framework:**

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

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

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

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

Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 2:00 PM

To: anishranadive96@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Anish Ranadive,

Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Simulation Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
Moshi, Pimpri-Chinchwad,
Maharashtra-412105
Contact:- 9168114848,



Web: <http://www.robtechautomation.in>

<https://www.linkedin.com/company/robtech/>

https://www.facebook.com/Robtech_automation/

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:55 PM

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Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 2:04 PM

To: anujaatidke5@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Anuja Tidke,

Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Simulation Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
Moshi, Pimpri-Chinchwad,
Maharashtra-412105
Contact:- 9168114848,



Web: <http://www.robtechautomation.in>

<https://www.linkedin.com/company/robtech/>

https://www.facebook.com/Robtech_automation/

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:54 PM

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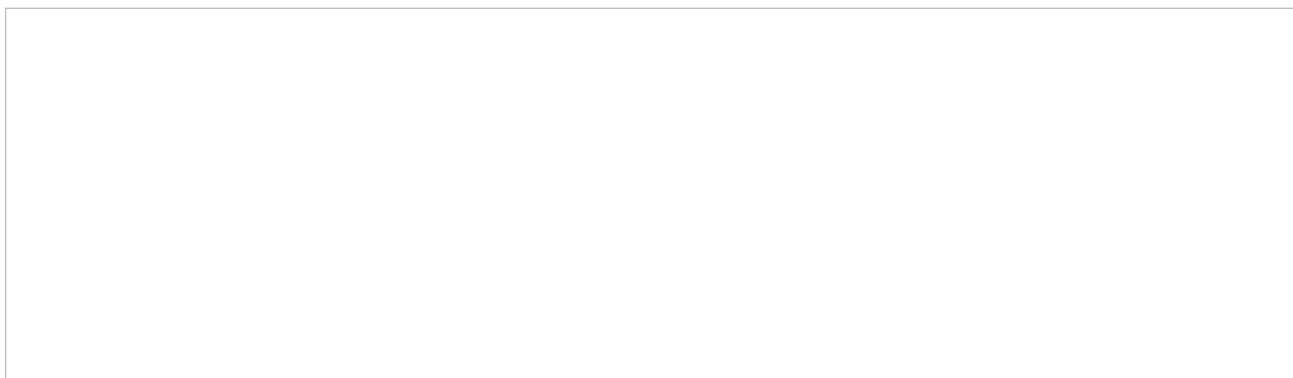
pravin maharashtra <pravin.atigare@seti.edu.in>

Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Avinash Chougale <aachougale1234@gmail.com>
To: pravin.atigare@seti.edu.in

Fri, Oct 28, 2022 at 12:34 PM

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri, 17 Jun, 2022, 9:06 PM
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1544997

Letter of Intent ("LOI")

Dear Sarvesh Kalagate,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1544997**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1544997**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1544997**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Sarvesh Kalagate
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

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Offer: Computer Consultancy
Ref: TCSL/DT20217673457/Pune
Date: 02/11/2021

Ms. Mukta Sanjay Gurav
416110Near Naganath Temple Narande, Kolhapur,
Near Nagath Mandir Narande,
Narande-416110,
Maharashtra.
Tel# -9067290592

Dear Mukta Sanjay Gurav,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20217673457

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



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:

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

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

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

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

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

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

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

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

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

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Mukta Sanjay Gurav
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the 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. **Working in SBWS Framework:**

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

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

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



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

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

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for, a third party.

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- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

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

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent

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education.

iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.

iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

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ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

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

Noted below are a few examples of conflict of interest:

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

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

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPS") about the Company. It also involves disclosing or procuring any UPS about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPS: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPS concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPS): Employee shall seek, communicate, provide or allow access to "UPS of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPS to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPS.
 - c. Unauthorized disclosure or communication of UPS.
 - d. Procuring any UPS from others

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3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Mahesh suryawanshi, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Mahesh suryawanshi

Position: Project Engineer

Career Group: TRB - II

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

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Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- The special bonus is subject to:
 - you being "active" in the services of the company through to retention date as applicable
 - your employment has not been terminated for poor performance or for cause prior to retention date
 - you have not resigned voluntarily or abandoned your job as of the retention date
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- The management team reserves the right to make changes to the program at any time during the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

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VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for the above are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

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1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses**Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

- i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs.8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging,

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** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Mahesh suryawanshi 29/1/2022 2:06 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

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JAIN,
SANJEEVAN
ENGINEERING &

To

1st March, 2022

Dr. Ajay Masake

Training & Placement Officer
Dr. Babasaheb Ambedkar Technological University
Lonere

Subject: Industrial Training cum Placement offer of Your Student in our company.

Dear Sir,

We are pleased to inform you that **Ms. Rutuja Rajesh Patil** has been shortlisted for the **Internship training for six months at Minda Corporation Ltd, Pune** with a monthly stipend of **INR 10,000** (Ten Thousand Only).

We welcome **Ms. Rutuja Rajesh Patil** in our plant for internship for the period of **7th Mar'22 to 3rd Sept'22**.

Please confirm to us arrival date by email: ravindra.jagdale@mindacorporation.com

As per standard system and procedure, training opportunity is granted on the following terms:

A. Internship Training:

1. It is presumed that identification of student is well verified by your college during admission.
2. Internship Trainee will report to our factory with copy of this letter signed by TPO of your college, he/she should carry college ID card. It is required for verification.
3. Date of joining will be considered starting date of project. 90% attendance is compulsory for submission of project. Student having more than 95% attendance will be entitled for paid leaves for final examination up to six working days.
Company is responsible only for providing training opportunity. Company is not responsible for any liability arising out of any miss happening /accident during internship training period.
Internship Trainee will do project in our company as assigned to his/her at Noida/Gr. Noida location.
6. Internship Trainee will have to submit one copy of project report to us, on completion of project for our records.
7. Internship Trainee will abide by factory rules & regulation of the company, such as Timing, Rules, Discipline, Safety norms etc. as applicable in the company.
8. Internship Trainee will do the project under the mentorship which will be assigned by the HR.
9. Company does not provide Hostel/Accommodation & Transport facility will be provided as per company norms to internship trainee.

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MINDA CORPORATION LIMITED (SECURITY SYSTEM DIVISION)

CIN: L74899DL1985PLC020401

Office Address: E -5/2, Chakan Industrial Area, Phase - III, MIDC, Nanekarwadi, Tal : Khed, Pune.
Chakan, Maharashtra - 410501, India,


TEL: +91 2135 661400; FAX: +91 2135 661527

Registered Office: A-15, Ashok Vihar, Phase-I, Delhi - 110052.

Website: www.sparkminda.com

10. During course of internship training, trainee will be going through various internal sensitive information. You should be fully aware of the sensitive nature of Company's information and should not divulge to any person, except with the specific authority of the Management, any information regarding the Company's operations or that of any of its clients.
11. No documents or stationery or any other material of confidential nature should be handed over to any person without the specific written approval of the Management. All documents personally handed over would be entered in the dispatch register prior to handing over the same.
12. You will ensure that no additional softwares /unlicensed softwares other than those provided by the Company would be loaded in the desktop / laptop / work station provided by the company. For such unauthorized uploading / installation you will make yourself liable for strict disciplinary action and all legal actions arising from this issue.
- In case of any breach of the conditions of this clause, the Company shall have a right to claim appropriate remedies available under the laws with no claim to the Company.
- B. National Apprenticeship Training:**
13. After completion of internship training for the period of six months, you will undergo the National Apprenticeship Training program for the period of 1 year at Minda Corporation Ltd. with monthly stipend **INR 20,000** (Twenty Thousand Only).
14. Projects/applications will be assigned as per your deployment in the specific department for which you will learn and perform under guidance of Supervisor/Mentor.
15. Performance of your projects and learning will be monitored and reviewed on periodic basis.
16. You will be entitled for leaves as per company policy in-line with NATS Board.
- Permanent Employment:**
- After successful completion of National Apprenticeship Training and company requirement, you will be absorbed on company roll as an "Engineer" at Level IV-C in any geographical plant location of Minda Corporation Ltd. at **CTC 30,000/Month** (Thirty Thousand Per Month).
18. You will disclose and assign to the company forthwith any discoveries/invention made by you during the tenure of your training and employment with the company and such invention will be the sole property of the company.

Best Wishes
For Minda Corporation Ltd.,


Ravindra Jagdale
Lead HR & IR

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Best Wishes
For Minda Corporation Ltd.,


Ravindra Jagdale
Lead HR & IR

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Registered Office: A-15, Ashok Vihar, Phase-I, Delhi - 110052.

Website: www.sparkminda.com

Offer Letter

3 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 1:51 PM

To: prathameshbhat2799@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Prathamesh Bhat ,

Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Robotics Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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ENGINEERING &

5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
Moshi, Pimpri-Chinchwad,
Maharashtra-412105
Contact:- 9168114848,



Web: <http://www.robtechautomation.in>

<https://www.linkedin.com/company/robtech/>

https://www.facebook.com/Robtech_automation/

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prathamesh bhat <prathameshbhat2799@gmail.com>

Thu, Mar 24, 2022 at 7:46 AM

To: hr@robtechautomation.in

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

I am interested and confirm

[Quoted text hidden]

2 attachments



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image003.png
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TPO SETI <tpo@seti.edu.in>

Tue, Mar 29, 2022 at 3:54 PM

To: pravin maharashtra <pravin.atigare@seti.edu.in>

[Quoted text hidden]

2 attachments



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Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 1:55 PM

To: mr.rahulgaikwadrg@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Rahul Gaikwad ,

*Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Robotics Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.*

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

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1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
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Contact:- 9168114848,



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services and should not be disclosed to, used by or copied in any manner by anyone other than the intended addressee/(s). If this E-mail (including the enclosure/(s) or attachment/(s) if any) has been received in error, please advise the sender immediately and delete it from your system. The views expressed in this E-mail message (including the enclosure/(s) or attachment/(s) if any) are those of the individual sender.

TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

[Quoted text hidden]

2 attachments



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image001.png
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Shortlisted candidates status

1 message

hr@reapmind.com <hr@reapmind.com>
To: tpo@seti.edu.in

Wed, Jun 22, 2022 at 1:24 PM

Hi Sir,

Names and status of Shortlisted candidates are as follows,

1. Asazad A Pathan 9890878387
2. Sanket S Kalantre 7353636342
3. Ayesha Pailwan 9561750463
4. Sujata S Patil 7559490913
5. Pavan G Vichare 8975179027
6. Premraj D Prakare 8483827011
7. Akash Bangade 7875473561

Asazad – 15k, but his father want salary equivalent to Infosys and capgemini and his father said he can join after exam only

Sanket - Node JS 10k he is not ready to join

Ayesha – 10k Project coordinator not joining

Sujata – 10 k Project coordinator not joining

Pavan Vichare- 10k, Decision pending from his side

Premraj – We cannot offer salary from day 1st, he require some basic training then will offer 10k.

Akash - 10k Angular not joining

Thanks and Regards,

Team HR,

ReapMind Innovations Pvt. Ltd.

Kolhapur | Minnesota

<https://reapmind.com/>

To

11th May, 2022

Dr. Ajay Masake

Training & Placement Officer
Dr. Babasaheb Ambedkar Technological University
Lonere**Subject: Industrial Training cum Placement offer of Your Student in our company.**

Dear Sir,

We are pleased to inform you that Mr. Prathamesh Borkar has been shortlisted for the Internship training for six months at Minda Corporation Ltd, Pune with a monthly stipend of INR 10,000 (Ten Thousand Only).

We welcome Mr. Prathamesh Borkar in our plant for internship for the period of 11th May'22 to 9th Aug'22.

Please confirm to us arrival date by email: ravindra.jagdale@mindacorporation.com

As per standard system and procedure, training opportunity is granted on the following terms:

A. Internship Training:

1. It is presumed that identification of student is well verified by your college during admission.
2. Internship Trainee will report to our factory with copy of this letter signed by TPO of your college, he/she should carry college ID card. It is required for verification.
3. Date of joining will be considered starting date of project. 90% attendance is compulsory for submission of project. Student having more than 95% attendance will be entitled for paid leaves for final examination up to six working days.
4. Company is responsible only for providing training opportunity. Company is not responsible for any liability arising out of any miss happening /accident during internship training period.
5. Internship Trainee will do project in our company as assigned to his/her at Pune/Pune location.
6. Internship Trainee will have to submit one copy of project report to us, on completion of project for our records.
7. Internship Trainee will abide by factory rules & regulation of the company, such as Timing, Rules, Discipline, Safety norms etc. as applicable in the company.
8. Internship Trainee will do the project under the mentorship which will be assigned by the HR.
9. Company does not provide Hostel/Accommodation & Transport facility will be provided as per company norms to internship trainee.

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Website: www.sparkminda.comSignature Not Verified
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ENGINEERING &

19-July-2022

Dear Mr. RITESHKUMAR SATYGONDA PATIL

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Engineer Level 1 -Trainee** in our organization on the following terms and conditions.

1. Stipend: Your Monthly stipend would be 16500/- In case you choose to avail transport facility for commuting to the training centre, Rs. 3000/- (Rupees Three Thousand Only) per month shall be deducted as conveyance charges as on date and changes in this will have to be borne by you.
2. ESIC and PF deductions will be made as per statutory requirements.
3. Place/Transfer: You will be posted in the training centre located in Aequus SEZ Hattargi, Belgaum. You may be transferred as part of on-the-job training and any further trainings at any time from one place to another, from one establishment to another, from one unit to another, whether owned, operated or managed by the Company or otherwise including the establishments with which Company will have the arrangements (all such places, establishments and units hereinafter referred to as "Establishments") either in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of trainees in the Establishments where you are placed in as part of your training.
4. Training: Training period shall be one year from 19-July-2022. Though your training period is for one year, if you are not found suitable for training, your training can be discontinued without assigning any reason thereof with 30 (Thirty) days prior notice. The decision of the Company shall be final and binding upon you.
5. Company does not guarantee employment on completion of your training and any extension thereof and you shall be free to look for employment elsewhere.
6. During the Training period your Training can be terminated with 30 (Thirty) days' notice by either by you or Company.
7. Leave: You will be eligible for leaves as per Company policy.
8. You shall perform as per directions and instructions given to you whether given by the Company or by such officers who are placed in authority over you during your on-the-job training or further training.
9. During the period of your training with the Company, you will devote full time to the Company. Further, during the training period, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
10. You have stated your residential address to be:

At/Post- Aralgundi , Tal-Gadhinglaj, Dist-Kolhapur, Maharashtra -416551

Industrial Knowledge Centre Private Limited

(Formerly Known as Aerospace Knowledge Centre Private Limited)

Corporate Identity Number: U74999KA2016PTC097158.

Registered Office: No. 55, Whitefield Main Road,
Mahadevapura Post, Bengaluru - 560048, Karnataka, India.
T. + 91 80 61348000. F. + 91 80 42495010

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pravin maharashtra <pravin.atigare@seti.edu.in>

Fwd: Offer Letter

TPO SETI <tpo@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

To: pravin maharashtra <pravin.atigare@seti.edu.in>

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

From: <hr@robtechautomation.in>

Date: Wed, Mar 23, 2022, 1:56 PM

Subject: Offer Letter

To: <mr.raahulgaikwadrg@gmail.com>

Cc: <sramane@robtechautomation.in>, Tramane <tramane@robtechautomation.in>, <tpo@seti.edu.in>

Dear Rahul Gaikwad ,

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B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address
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8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

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Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

Gat No.387, Bankar Wasti,
Pune-ON Pune Nashik Highway,
Behind Nageshwar Plywood,
Moshi, Pimpri-Chinchwad,
Maharashtra-412105
Contact:- 9168114848,



Web: <http://www.robtechautomation.in>

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Dear Sakshi Vilas Jadhav,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Jan 31, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

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Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

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offer letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 1:30 PM

To: sbpatil1704@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Shubham Patil ,

*Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **PLC Engineer Trainee** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.*

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

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Contact:- 9168114848,



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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

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Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 2:02 PM

To: sushilskhadake@gmail.com

Cc: Tramane <tramane@robtechautomation.in>, sramane@robtechautomation.in, tpo@seti.edu.in

Dear Sushil Khadake,

Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Simulation Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

On your first day, the HR Admin team will brief you about the benefits and the insurance claims you can choose from. They will also explain the leave policy, profit-sharing plans, and the norms followed in the office.

Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

You are advised to join us on or before 4th April 2022 along with following Documents:

Please Sign & send us scan copy of your acceptance. And also send us the scan copy of accepted resignation Letter.

A. HR Record-

1. Proof of age (10th Class certificate / living certificate),
2. Academic certificates, (Original and Xerox)
3. Four (4) photographs,(passport size)
4. Passport Copy,(Original and Xerox)
5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address

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5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
10. Covid Report.
11. Police verification.

C. Insurance GMP & GPA Policy -

Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:55 PM

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Offer Letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 1:57 PM

To: vishweshmanvachar2000@gmail.com

Cc: sramane@robtechautomation.in, Tramane <tramane@robtechautomation.in>, tpo@seti.edu.in

Dear Vishwesh Manvachar,

Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **Simulation Trainee Engineer** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the HR and we believe that your addition to the team will add great value to the company.

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

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Your salary will be CTC RS 265944/- per year & In hand salary will be 15000/- which will be paid monthly and credited to your account by the date 10th of every month 15000/- and month date of 20 as an in allowance time as per you expenses. I have enclosed the offer letter and the document stating the terms and the conditions. If you accept the offer, you are required to send back the signed copy of on this mail The other steps in the hiring procedure will be communicated by me after receiving the signed acceptance on mail scan copy.

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

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5. Mother's Name, Date of birth / Age -

B. For Salary process

1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
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5. Bank Name
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Wife Name & Date of Birth -

Daughter / Son - Name & Date of birth -

Son / Daughter - Name & Date of birth -

You are required to report at our Plant for Joining formalities and further Allocation of duties.

Thanks & Regards

HR Rupali P.

ROBTECH AUTOMATION & SERVICES

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:55 PM

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Offer letter

2 messages

hr@robtechautomation.in <hr@robtechautomation.in>

Wed, Mar 23, 2022 at 11:58 AM

To: patilvishwajeet440@gmail.com

Cc: Tramane <tramane@robtechautomation.in>, sramane@robtechautomation.in, tpo@seti.edu.in

Dear Vishwajeet Patil ,

*Congratulations. We are so happy to inform you that ROBTECH AUTOMATION & SERVICES you like to extend the offer to you for the position of **PLC Engineer Trainee** After interviewing all the candidates, we found you the most suitable person for the job. You will be working directly under the Director and we believe that your addition to the team will add great value to the company.*

According to the laws, we would require to check your employment eligibility. I have enclosed a form, which you need to fill in and report to the office on 4th April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.

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Son / Daughter - Name & Date of birth -

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Thanks & Regards

HR Rupali P.

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TPO SETI <tpo@seti.edu.in>
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

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Updates on Campus Drive-Walstar Technologies Pvt Ltd.

2 messages

career@walstartechnologies.com <career@walstartechnologies.com>
To: tpo@seti.edu.in

Wed, Apr 6, 2022 at 10:15 AM

Hello Sir,

Following are the list of **Rejected Candidates in Technical Test:**

1. Shivkumar Ravindra Kashid
2. Vikas Mahadev Patil
3. Devika Mahindre
4. Vishal Sunil Pawar
5. Vaibhavi Sudhir Shinde
6. Pallavi Kiran Patil
7. Mugdha Milind Naikwadi
8. Pranali Prakash Patil
9. Swapnali Dnyanoba Mahajan
10. Sharut Satish Chavan
11. Abhinandan s Bhosale
12. Neeraj N Chopade
13. Pranav Vishwanath Sawant
14. Parikshit Sunil Patil
15. Swati Anil Yadav
16. Sayali Sunil Kulkarni
17. Akash Ajit Bangade
18. Shreya Sitaram Shinde
19. Rohit vijay Patil
20. Mahesh Lahu Kambale
21. Ajay Shashikant Hasole

Following are the list of **Rejected Candidates in Technical Interview:**

1. Prajakta Bharat Kurade
2. Yatiraj Korade
3. Muskan Jamadar
4. Swapnaja Shintre
5. Darshani Waghmare
6. Aniket Khatavkar
7. Mukta Gurav
8. Vaidehee Batte
9. Rutuja Patil
10. Kranti Warke
11. Samruddhi Shital Kamate
12. Mayuri Abaji Patil
13. Digambar Surajkumar Khairmode
14. Rushikesh Alase
15. Vivek Patil

Following are the list of **ON Hold Candidates:**

1. Shivani Gama Patil
2. Ayesha Pailawan
3. Sujata Patil
4. Deepak Wadkar

Following are the list of **Selected Candidates**:

1. Asazad Pathan
2. Ajay Patil
3. Premraj Prakare

TPO SETI <tpo@seti.edu.in>

To: Principal seti <principal@seti.edu.in>, hod cse <hodcse@seti.edu.in>

Wed, Apr 6, 2022 at 12:54 PM

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3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for, a third party.

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- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

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

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent

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education.

iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.

iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

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ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

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

Noted below are a few examples of conflict of interest:

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

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

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPS") about the Company. It also involves disclosing or procuring any UPS about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPS): Employee shall seek, communicate, provide or allow access to "UPS of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others

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3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Mahesh suryawanshi, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Mahesh suryawanshi

Position: Project Engineer

Career Group: TRB - II

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

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Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- The special bonus is subject to:
 - you being "active" in the services of the company through to retention date as applicable
 - your employment has not been terminated for poor performance or for cause prior to retention date
 - you have not resigned voluntarily or abandoned your job as of the retention date
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- The management team reserves the right to make changes to the program at any time during the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

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VI. You shall keep the contents of this letter confidential

ANNEXURE – V

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for the above are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

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1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses**Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

- i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs.8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging,

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** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept

Decline

Signature Mahesh suryawanshi 29/1/2022 2:06 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

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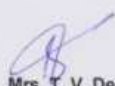
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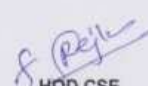
5.2.1 Number of placement of outgoing students during the year 2020-21

2020-21
 Holy-wood Academy, Kolhapur's
SANJEEVAN ENGINEERING AND TECHNOLOGY INSTITUTE
 Sanjeevan Knowledge City, Somwar Peth- Injole, Panhala, Tal. Panhala, Dist. Kolhapur- 416 201
 Phone : 0231 - 2686600 Fax : 0231 - 2686642
 ■ Approved By AICTE - New Delhi ■ Recognized by Govt. of Maharashtra & DTE ■ Affiliated to Shivaji University, Kolhapur
COMPUTER SCIENCE & ENGINEERING **EN 6315**

List of students Placed
Academic Year:2020-21

Sr.No.	Name of Student	Name of Organization	Annual Package (lac/annum)
1	Mr.Ganesh Khade	Wipro Ltd.Pune	3.5
2	Ms.Supriya Patil	Wipro Ltd.Pune	3.5
3	Ms.Kajal Maskar	EMPHASIS Ltd.	3.2
4	Mr.Sourabh Salokhe	Accenture Ltd.	4.5
5	Ms.Ketaki Thombre	Jahangir Hospital ,IT Department	2.66
6	Mr.Suresh Patil	VR Technologies,Mumbai	3.1
7	Ms.Savita Patil	Intellect Design Areana	3.5
8	Ms.Priyanka Patil	Cognizant	4.5
9	Ms.Rutuja Naik	Cognizant	4.5
10	Mr.Sanjay Davangl	Cognizant	4.5
11	Mr.Parsharam Pujari	Cognizant	4.5
12	Ms.Asiya Pirzade	Marsh MacLennan	4.5
13	Ms. Surekha D More	Infosys	3.6
14	Mr. Tushar Korade	Exela Technology	4
15	Ms. Dipali Patil	Cognizant	4.5
16	Ms. Sucheta Patil	Cognizant	4.5
17	Ms. Snehal Mendgule	Cognizant	4.5
18	Ms. Vidya Shewale	Jahangir Hospital ,IT Department	2.5
19	Ms. Rutuja Jadhav	TCS	3.5


Mrs. T. V. Deokar
 TPO,CSE


HOD,CSE
Mr. R. S. Nejkar
HOD
 Department of Computer Science
 & Engineering
 Sanjeevan Engg. & Tech. Institute
 Somwar Peth, Panhala - 416 201

Page 1

Sanjeevan Engineering & Technology Institute, Panhala

Training & Placement Cell

Date:09/08/2021

Dhoot Transmission Private limited, Aurangabad Company visited SETI campus on 09/08/2021 for placement activity. Total 30 students from various departments were placed in this campus drive.

The placement drive started with inaugural function which was inaugurated by Hon. Chairman Shri. P.R.Bhosale, Joint secretary Shri.N.R.Bhosale, Principal Dr.Mohan B.Vanarotti , Shri.Suraj Aute (HR, Dhoot Transmission) and Shri.Shyam Raut (Assit.HR, Dhoot Transmission).

Principal Sir welcomed all dignitaries, Various Deans & HOD's, Staff members and students for the placement drive and also Briefly explained the importance of placement drive. Felicitation of the guests was done by Hon. Chairman & Hon. Joint secretary.

Later Mr.Suraj Aute (HR) explained about profile of the company, Role of Graduate Apprentice Trainee in the company, various departments of the company and all the terms and conditions of related to company. After that the forum was open for question & answers where various students' queries were discussed and resolved.

Event was coordinated by Prof.Prasad P.Kulkarni along with department Training & Placement Coordinators.



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Sanjeevan Engineering & Technology Institute, Panhala

Training & Placement Cell

Date: 09/08/2021

Dhoot Transmission Private limited, Aurangabad Company visited SETI campus on 09/08/2021 for placement activity. Total 51 students from various departments and 18 students from electrical department were selected in this campus drive. Package received 1.4 lakh.

The list of selected students is as follows:

Sr.No.	Name of the student	Name of Dept	Year of Passing	Result
1	Kartika Maske	Electrical Engg.	2021	Selected
2	Roshani Patil	Electrical Engg.	2021	Selected
3	Chaitrali Chafodikar	Electrical Engg.	2021	Selected
4	Mrunalini Gaikwad	Electrical Engg.	2021	Selected
5	Shweta Kamble	Electrical Engg.	2021	Selected
6	Neha Kagale	Electrical Engg.	2021	Selected
7	Mahendra Kamble	Electrical Engg.	2021	Selected
8	Amit Shitole	Electrical Engg.	2021	Selected
9	Stebin Vergis	Electrical Engg.	2021	Selected
10	Vaishnav Kamble	Electrical Engg.	2021	Selected
11	Omkar Gavali	Electrical Engg.	2021	Selected
12	Shravan Savgave	Electrical Engg.	2021	Selected
13	Suraj Patil	Electrical Engg.	2021	Selected
14	Pranoti Khade	Electrical Engg.	2021	Selected
15	Sushmita Chougule	Electrical Engg.	2021	Selected
16	Sourabh Basarikatti	Electrical Engg.	2021	Selected
17	Akash Shinde	Electrical Engg.	2021	Selected
18	Amit Kamble	Electrical Engg.	2021	Selected

Holy-wood Academy, Kolhapur
Sanjeevan Engineering and Technology Institute,
B.E. Mechanical

Placement Record (A.Y. 2020-21)

Sr. No.	Name Of Student	Name Of The Company	City / Location
1	Patil Saurabh Sanjay	Mazagon Dock Shipbuilders Ltd	Mumbai
2	Yogendra Yuvaraj Bhosale	Byjus	Banglore
3	Bangade Pratik Shrikant	Accenture Pvt. Ltd.	India
4	Gaikwad Ranjit Ravindra	Bajaj Auto Pvt. Ltd.	Chakan, Pune
5	Pawar Yogesh Dhanaji	Faurecia Emissions Control Technologies	Mhalunge, Chakan Pune
6	Patil Ajay Rajgonda	Faurecia Emissions Control Technologies	Mhalunge, Chakan Pune
7	Kate Ganesh Yashwant	Faurecia Emissions Control Technologies	Mhalunge, Chakan Pune
8	Pawar Kiran Krishnat	Faurecia Emissions Control Technologies	Mhalunge, Chakan Pune
9	Bhandari Abhijeet Appaso	John Deere / Faurecia Emissions	Mhalunge, Chakan Pune
10	Orskar Dhere	Dhoot Transmission	Aurangabad
11	Satyam Patil	Dhoot Transmission	Aurangabad
12	Santosh Patil	Dhoot Transmission	Aurangabad
13	Shravan Gawade	Dhoot Transmission	Aurangabad
14	Shubham Bhanudas Thakare	Menon Piston Ltd	Shiroli MIDC Kolhapur
15	Satpute Rutvik Shitalkumar	Menon Piston Ltd	Shiroli MIDC Kolhapur
16	Desai Abhishek Udayrao	Menon Piston Ltd	Shiroli MIDC Kolhapur
17	Kambale Sushilkumar Dadu	Menon Piston Ltd	Shiroli MIDC Kolhapur
18	Mangaonkar Karan Prakash	Menon Piston Ltd	Shiroli MIDC Kolhapur
19	Sangale Sidharth Sanjay	Menon Piston Ltd	Shiroli MIDC Kolhapur
20	Fukate Amar Adinath	Menon Piston Ltd	Shiroli MIDC Kolhapur
21	Parit Prasad Appaji	Menon Piston Ltd	Shiroli MIDC Kolhapur
22	Mhalungekar Sushant S.	Menon Piston Ltd	Shiroli MIDC Kolhapur
23	Chavan Shubham Ramdas	Menon Piston Ltd	Shiroli MIDC Kolhapur
24	Adinath Rajaram Arade	ACR Pvt. Ltd.	Shiroli MIDC Kolhapur
25	Patil Mandar Krushna	ACR Pvt. Ltd.	Shiroli MIDC Kolhapur
26	Patil Shubham Hindurao	Mantri Metallics Pvt. Ltd.	Shiroli MIDC Kolhapur
27	Shinde Avdhut Rajaram	Mantri Metallics Pvt. Ltd.	Shiroli MIDC Kolhapur
28	Patil Satish Shahaji	Mantri Metallics Pvt. Ltd.	Shiroli MIDC Kolhapur
29	More Rahul Rajaram	Mantri Metallics Pvt. Ltd.	Shiroli MIDC Kolhapur
30	Kumbhar Suyog Dattatray	Mantri Metallics Pvt. Ltd.	Shiroli MIDC Kolhapur
31	Sathe Purushottam Shivaji	Dunung Industries Pvt. Ltd.	Kushire MIDC Vadinage
32	Patil Shrinath Sardar	Dunung Industries Pvt. Ltd.	Kushire MIDC Vadinage

P. S. Atigre
 Prof. P. S. Atigre
T & P Coordinator
Mechanical Engineering Department

A. B. Deshmukh
 Prof. S. B. Deshmukh
H.O.D.
Mechanical Engineering Department

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accenture

**Accelerate
the career of
your dreams**



To,

Name : Pratik Shrikant Bangade

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pratik Shrikant Bangade,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

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Offer Letter

Name: Yogendra Yuvaraj Bhosale
Date: Tuesday, September 14, 2021

Dear Mr. Yogendra Yuvaraj Bhosale ,

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

- 1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, September 21, 2021**. Your work location would be **Kolhapur / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- 2. Term:** The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.
- 3. Extension of Agreement:** In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.
- 4. Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- 5. Offer of Permanent Position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

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

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

रक्षा मंत्रालय
Ministry of Defence

माझगांव डॉक शिपबिल्डर्स लिमिटेड
Mazagon Dock Shipbuilders Limited
(भारत सरकार का उपक्रम, Govt. of India Undertaking)

पहचान पत्र / EMPLOYEE TEMP. ID CARD



नाम/Name : S.S. PATIL

क्र. सं. / P. No. : 224627

पद/Designation: G.C. INSP. MECH


सुरक्षा अधिकारी / Security Officer

सं./NO.

11591

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Offer of Employment

Ref. No. AS/HR-Rec./Appt. Offer/2709
Date: October 05, 2021

Mr. Aniket Rakesh Patil
2021, A Ward, Rankala Tower,
Near Shri Hari Temple,
Kolhapur- 416012.

Dear Aniket,

We are pleased to offer you the position of **“Trainee Software Engineer”**, in our organization. You will be deployed at our client side in, **Pune**.

You are expected to join us on or before **October 11, 2021**, as agreed between us. As a token of your acceptance of this offer, please sign and return the acceptance copy of this letter, confirming your date of joining.

On the date of joining you are requested to contact the undersigned at our NOIDA office at B 38 C/2, Sector – 57, NOIDA.

You must bring the following for joining:

- Original & copies of all relieving and experience certificates
- Original & copies of all educational certificates
- Original & copies of birth certificate
- Copies of two last drawn pay slip or certificate of last drawn salary
- Original & copy of your last appointment letter
- 4 recent passport sized photographs
- One copy of any photo ID document
- Address proof

A detailed appointment letter will be issued to you upon your joining and fulfilling all formalities.



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We are offering you (**Aniket Rakesh Patil**) CTC of **Rs.3,00,000** /- (Rupees Three lacs only) per annum. The components and details of annual CTC have been discussed with you as per the annexure. **Compensation is a confidential matter and therefore you are requested not to discuss this with anyone, anyone in this company or outside.**

This offer letter is provisional and your appointment is subject to you completing all joining formalities.

We look forward to having you as a proud member of our global AgreeYa family.

With best wishes,

For **AgreeYa Solutions India Pvt. Ltd.**


Sanjeev Natvar Jain
(Director)

EMPLOYEE:

I hereby accept the offer of employment and agree to abide by the condition governing such acceptance.

Aniket Rakesh Patil

Date

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ENGINEERING &

Name: Aniket Rakesh Patil
Designation: Trainee Software Engineer
DOJ: October 11, 2021

Salary Details	Monthly Salary (in INR)	Annual Salary (in INR)
Basic	10,000	1,20,000
HRA	5,000	60,000
Special Allowances	5,350	64,200
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Gross Salary	23,200	2,78,400
Employer's PF Contribution	1,800	21,600
CTC Salary	25,000	3,00,000

Note 1

Note 2

Note 1: The employee's contribution of Provident Fund would be deducted from the Gross Salary.

Note 2: Taxes would be applicable on the Gross Salary as per the investment declaration made by the employee during the financial year.

Note 3: Professional Tax would be applicable as per State Government Norms.

EMPLOYEE:

I hereby accept the offer of employment and agree to abide by the condition governing such acceptance.

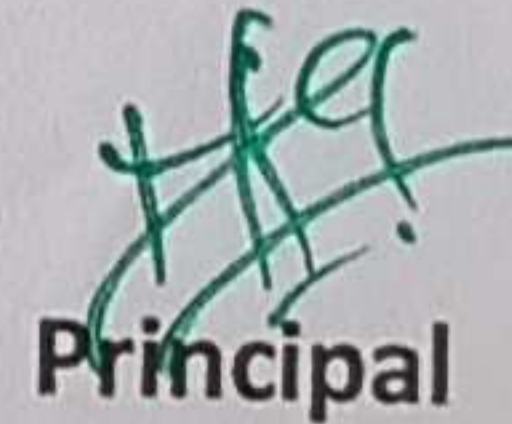
Aniket Rakesh Patil

Date



Placement of the Year 2018-19

Sr.No.	Name of Student	Company name	Branch
1.	Patil Sunil Babaso	Dunung Industry, Kolhapur	Mechanical
2.	Shinde Akshay Rajaram		Mechanical
3.	Nalawade Subhash Rajesh		Mechanical
4.	Pachakate Suraj Raghunath		Mechanical
5.	Chougale Nilesh Shamrao		Mechanical
6.	Patil Rohit Vijay		Mechanical
7.	Patil Digvijay Chandrakant		Mechanical
8.	Naik Virendra Appaso		Mechanical
9.	Patil Sourabh Sanjay		Mechanical
10.	Patil Swaroop Suresh		Mechanical
11.	Patil Sushant Krishnat	Eleation Pvt.ltd, Pune	Mechanical
12.	Mane Komal Vikas	KPIT Engineering Ltd. Pune	E&TC


Principal

Dr. Mohan B. Vanarotti

Placement of the Year 2019.20

Sr.No.	Name of Student	Branch	Company Name
1.	Sumant Tapkire	E&TC	Bajaj Electricals, Pune
2.	Shrinath S.Magdum	Electrical	Bajaj Electricals, Pune
3.	Vaibhav B. Bigade	Electrical	Bajaj Electricals, Pune
4.	Vishal Maruti Parit	Electrical	Bajaj Electricals, Pune
5.	Suni Ashok Abhee	Electrical	Bajaj Electricals, Pune
6.	Dhiran Sahaji Desai	Electrical	Bajaj Electricals, Pune
7.	Mayur Dilip Katrate	Electrical	Bajaj Electricals, Pune
8.	Tejas Mahendra Patil	Electrical	Bajaj Electricals, Pune
9.	Rushikesh Mohan Kadam	Electrical	Bajaj Electricals, Pune
10.	Suraj Arjun Shahapure	Electrical	Bajaj Electricals, Pune
11.	Siddharth Rangrao Kamble	Electrical	Bajaj Electricals, Pune
12.	Omkar Kashinath Kalsannawar	Electrical	Bajaj Electricals, Pune
13.	Vishwajit Maruti Sajane	Electrical	Bajaj Electricals, Pune
14.	Rajvardhan B. Patil	Electrical	Bajaj Electricals, Pune
15.	Akshay Vilas Shinde	Mechanical	Bajaj Electricals, Pune
16.	Jadhav Harshavardhan	Mechanical	Bajaj Electricals, Pune
17.	Omkar Patil	Mechanical	Bajaj Electricals, Pune
18.	Vaibhav Zore	Mechanical	Bajaj Electricals, Pune
19.	Vinayak Kamate	Mechanical	Bajaj Electricals, Pune
20.	Rahul Chikhalkar	Mechanical	Bajaj Electricals, Pune
21.	Krishnaraj Jitkar	Mechanical	Bajaj Electricals, Pune
22.	Sourav Gharge	Mechanical	Bajaj Electricals, Pune
23.	Rohit Patil	Mechanical	Bajaj Electricals, Pune
24.	Vaibhav Dhere	Mechanical	Bajaj Electricals, Pune
25.	Akash Patil	Mechanical	Bajaj Electricals, Pune
26.	Omkar Adgonda Patil	Mechanical	Bajaj Electricals, Pune
27.	Saurabh Maevekari	Mechanical	Bajaj Electricals, Pune
28.	Vishwajit Awate	Mechanical	Bajaj Electricals, Pune
29.	Pradad Davang	Mechanical	Bajaj Electricals, Pune


Principal