

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)	Page No.
	Sumit Chougule	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd (Rajiv Kokate - HR -7888047256)	2.64	8
	Pranav Chavan	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd. (Rajiv Kokate - HR -7888047256)	2.64	9
	Swapnil Patil	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd. (Rajiv Kokate - HR -7888047256)	2.64	10
	Tambavekar Sayali	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd. (Rajiv Kokate - HR -7888047256)	2.64	11
	Amol Jadhav	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd. (Rajiv Kokate - HR -7888047256)	2.64	12
	Saurabh Malgaonkar	Civil	2023	Bhate & Raje Construction Co. Pvt. Ltd. (Rajiv Kokate - HR -7888047256)	2.64	13
	Sandeep Kailash Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Swati Bandonant Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Shweta Sanjay Mole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Prajakta Sanjay Saswade	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Neha Dilip Kulkarni	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Pranali Laxman Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.44	16
	Renu Rahul Bhole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Tejas Shamrao Patil	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Kailash Landge	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Sadesh Ahere	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Umesh Suresh Ghurke	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	16
	Vishal Surendra Prajaphil	Electrical	2023	Tata Autocomp Systems Ltd,( Dadaso Patil- HR -8767914551)	1.44	16
	Suhas Kuber Munde	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	17
	Prathamesh Tanaji Sawarde	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.44	17
	Omkar Vijay Folake	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	17
	Prem Dhodiram Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.44	17
	Shivam Arun Sutar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	17
	Niranjan Shrikant Sutar	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.44	17
	Aditya Anil bhuyekar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	17
	Devraj Bharat Dalvi	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44	17
	Rajwardhan Rajaram Patil	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	18
	Akshya Ramdas Kadam	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	20
	Tejas Tanaji Powar	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	22
	Omkar Kapse	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	24
	Shailesh Harugade	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	26
	Sushant Bahadure	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	28
	Tejas Patil	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	30
	Shubham Shankar Patil	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	32
	Rakesh Ramchandra Naik	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	34
	Vaibhav Chandrakant Vibhute	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	36
	Abhishek Mane	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	38
	Abhijeet Balaso Kumbhar	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	40
	Abhijeet Sharad Patole	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	42
	Somanath Sonawane	Electrical	2023	Exotech Pvt Ltd, Pune ( Dipak Kumbhar - HR-9764382389	2.1	44
	Mainodden Peerjade	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	46
	Tushar Salokhe	Electrical	2023	Exotech Pvt Ltd, Pune, Dipak Kumbhar - HR-9764382389	2.1	48
	Sanchit Pawar	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	50
	Yogesh Bhagwan Rote	Electrical	2023	Exotech Pvt Ltd, Pune, Dipak Kumbhar - HR-9764382389	2.1	52
	Abhishek Jadhav	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	54
	Niranjan Chougule	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	56
	Harshit Suryakant Bodake	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	58
	Amruta Vijay Gurav	Electrical	2023	Exotech Pvt Ltd, Pune( Dipak Kumbhar - HR-9764382389	2.1	60
	Sonali bhosale	Mechanical	2023	Robtech Automation- Rupali Madam - 9168114848	1.8	62
	Sanket Jangam	Mechanical	2023	Walchannagar Industries -9975494864	1.8	65
	Asif Mujawar	Mechanical	2023	Krishna Profile Industries - Rupali - 9022265483	1.8	66
	Rahul Powar	Mechanical	2023	Hindgear Industries - 8850090550	1.5	67
	Sourabh Patil	Mechanical	2023	Shri Samarth Enterprise (088061 24747)	1.6	70
	Omkar Suresh Shinde	Mechanical	2023	MIDea , priyanka.Sangar@gmail.com	1.8	71
	Kedar Shinde	Mechanical	2023	PG TechnoClass Pvt Ltd	2.1	
	Tejas Patil	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	2.1	

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2022-23

Kamlesh Sankpal	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR -8767914551)	1.44
Vaibhav Patil	Mechanical	2023	Poinner Cad & Design Solutions	3.6
Netra Gaikwad	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.6
Sagar Jadhav	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.8
Shubham Patil	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.7
Pranai Shinde	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.44
Abhijeet	Mechanical	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
Pranav Surendra Bhurke	Mechanical	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
Siddhesh Chandrakant Salokhe	Mechanical	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
Nikhil Chougule	Mechanical	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
Sourabh Vishnu Karande	Automobile	2023	Exotech Pvt Ltd, Dipak Kumbhar - HR- 9764382389	2.1
Akshay Ramdas Kadam	Automobile	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
Pradip Namdev Parit	Automobile	2023	Exotech Pvt Ltd( Dipak Kumbhar - HR- 9764382389	2.1
ALFIZA MULLANI,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Viraj Dinkar Patil,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Pradhumn Harikishor Mali,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	2.9
hrithvik Maruti Patil,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Sushant Shantanu More,	CSE	2023	I VALUE, Bangalore - Amit Sir -9663931660	2.9
Akshaykumar Bhore,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	2.9
Suraj Gurjar,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Shubham Raykar,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	2.9
Shubhangi Suresh Shetake,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Snehal Sanjay Mankar,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Shivani Shashikant Shinde,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Omkar Marwadi,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Muskan Javed Momin,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Adesh Vijaykumar Patil,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
shivam santosh rajmane,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Pratik Shinde,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Kalyani Hulle,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Sanket Dhanwade,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Sneha,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Harshada Jaysing Patil,,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Nisha Mali,	CSE	2023	Pratian Technologies Pvt Ltd, Ritesh Acharekar Career Lab Through-	3.6
Priyanka Uday Rukade,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Kashmira Miraso Naykawadi,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	2.9
Aishwarya Shankar Patil,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	3.6
Priyanka Ramchandra Koravi,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Rutuja Ravso Chougule,	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	2.9
Omkar Suryakant Sawant,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Suyog Sanjay Khutale,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
Rushikesh Shridhar Dudhane,	CSE	2023	Pratian Technologies Pvt Ltd Ritesh Acharekar Career Lab Through-	3.6
SOURABH DEVADKAR	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
RUSHIKESH DUDHANE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645 HR Manager	1.08
AARTI Gaikwad	CSE	2023	I VALUE, Bangalore Amit Sir -9663931660	1.08
PAWAN HARDHAR	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
KALYANI HULLE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
NIKHIL KAMBLE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
ANIKET Lad	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
PRASHANT Lad	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
SNEHAL Mankar	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
ASIM Mujawar	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
HARSHADA Patil	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
RUTUJA Patil	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
VIRAJ Patil	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
PRANITA Patil	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
SHUBHANGI SHETAKE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
RAVINDRA Shete	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08
Pratik Shinde,	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08

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	SUPRIYA Sutar	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	273
	PRAFULL INGOLE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	274
	PRAJAKTA SASWADE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	275
	SHWETA Mole	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	276
	Sonali bhosale	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	277
	SWARALI CHOUGULE	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	278
	TEJAS PATIL	CSE	2023	Neurosoft Technology pvt ltd. Shirish Kumbhar -7276440645	1.08	279
2021-22	Ms.Mukta Sanjay Gurav	CSE	2021-22	TCS, Pallabi Baruah Lead Campus Hiring - TCS Pune   TCS Nagpur   Chhattisgarh   South MP Talent Acquisition Group,baruah.pallabi@tcs.com	3.35	287
	Mr. Akash Dhanaji Ghadage	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com	3.36	300
	Mr. Mahesh J. Suryawanshi	CSE		Wipro, Pune Abhishek Tiwari People Ambassador Global Campus Hiring Wipro Limited,abhishek.tiwari33@wipro.com	3.5	301
	Mr. Shubham Mudshingkar	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	3.5	312
	Mr. Akash padurang Patil	CSE		TCS Mumbai 9144661622	3.5	314
	Ms. Sakshi Vilas Jadhav	CSE		Capgemini,fresherhiring.in@capgemini.com	4	324
	Mr. Nitin Kendre	CSE		Capgemini,fresherhiring.in@capgemini.com	4	336
	Mr. Vivek Maruti Patil	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	3.6	339
	Ms. Swati Yadav	CSE		Infosys,Talent.Acquisition@infosys.com>	3.6	342
	Ms. Vishakha Pradip Patil	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	3.6	353
	Ms. Sujata Shashikant Patil	CSE		Infosys,Talent.Acquisition@infosys.com>	3.6	354
	Asazad A Pathan	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	1.8	365
	Sanket S Kalantre	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	1.8	366
	Ayesha Pailwan	CSE		Reap Mind Hemlata Patil - 9595655699	1.8	367
	Pavan G Vichare	CSE		Reap Mind Hemlata Patil - 9595655699	1.8	368
	Akash Bangade	CSE		Reap Mind Hemlata Patil - 9595655699	1.8	369
	Premraj D Prakare	CSE		Reap Mind Hemlata Patil - 9595655699	1.8	370
	Shivani Gama Patil	CSE		HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	1.8	371

Deepak Wadkar	CSE
Mr. Abhijeet B. Harugade	MECH
Mr. Kurankar Hrithik Ajit	MECH
Mr. Sarvesh Kalagate	MECH
Mr. Avinash A. Chougale	MECH
Mr. Rahul Gaikwad	MECH
Miss. Rutuja Rajesh Patil	MECH
Mr. Prathmesh Borkar	MECH
Mr. Riteshkumar S. Patil	MECH
Mr. Parth Amar Patil	MECH
Mr. Prathamesh S. Jagtap	MECH
Viswajit patil	MECH
Shubham Patil	MECH
Rupesh Matavandkar	MECH
Niraj Lohar	MECH

HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	1.8
Byjus, kurankarhrithik@gmail.com>	10
Byjus,kurankarhrithik@gmail.com>	10
Capgemini Technology Services India Limited,fresherhiring.in@capgemini.com	4
Infosys Limited	3.6
Robtech Automation & Services Rupali Madam -9168114848	2.65
Minda Corporation Ltd. HR Ravindra SIR-9552251700	2.4
Minda Corporation Ltd. HR Ravindra SIR-9552251700	2.4
Industrial Knowledge Centre Pvt. Ltd	1.98
HR - Nayan Shinde( Walstar Technologies Pvt Ltd) . 2103/47E, Rukmini Nagar Front of Datta Mandir , Kolhapur Maharashtra , 416005, www.walstartechnologies.com,7517312872	1.5
Tata Autocomp Systems Ltd ( Dadaso Patil- HR -8767914551)	1.5
Robtech Automation & Services Rupali Madam -9168114848	2.65
Robtech Automation & ServicesRupali Madam - 9168114848	2.65
Robtech Automation & ServicesRupali Madam - 9168114848	2.65
Robtech Automation & ServicesRupali Madam - 9168114848	2.65

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Mr.Ganesh Khade
Ms.Supriya Patil
Ms.Kajal Maskar
Mr.Sourabh Salokhe
Ms.Ketaki Thombre
Mr.Suresh Patil
Ms.Savita Patil
Ms.Priyanka Patil
Ms.Rutuja Naik
Mr.Sanjay Davangl

CSE
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Wipro Ltd.Pune,Abhishek Tiwari People Ambassador Global Campus Hiring Wipro Limited,abhishek.tiwari33@wipro.com	3.5
Wipro Ltd.Pune,Abhishek Tiwari People Ambassador Global Campus Hiring Wipro Limited,abhishek.tiwari33@wipro.com	3.5
MPHASIS Ltd.Floor Tower 11, Level 2 & 3 Cybercity, Magarpatta, Pune, Maharashtra 020 4014 1000, Shrikant Shinge- HR Manager	3.2
Accenture Ltd. Building B-1, Magarpatta City (SEZ), Magarpatta City, 020 4145 1000 - Shweta Petel - Campus Hiring Manager	4.5
Jahangir Hospital ,IT Department,32 Sassoon Road, Pune, Maharashtra 411001 · 020 6681 9999, Pradip Kone- HR Exectuive	2.66
VR Technologies,Mumbai	3.1
Intellect Design Areana	3.5
Cognizant, Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager	4.5
Cognizant,Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager	4.5
Cognizant,Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager	4.5

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	<div>Mr.Parsharam Pujari</div> <div>Ms. Asiya Pirzade</div> <div>Ms. Surekha D More</div> <div>Mr. Tushar Korade</div> <div>Ms. Dipali Patil</div> <div>Ms. Sucheta Patil</div> <div>Ms. Snehal Mendgule</div> <div>Ms. Vidya Shewale</div> <div>Ms. Rutuja Jadhav</div> <div>Patil Aniket Rakesh</div>		<div>Cognizant, Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager</div> <div>Marsh MacLennan,2nd Floor, GE Plaza, Airport Road, Yerwada, Pune, Maharashtra 020 6709 0600 - Senha kalekar - HR Gen</div> <div>Infosys,Talent.Acquisition@infosys. com</div> <div>Exela Technology</div> <div>Cognizant Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager</div> <div>Cognizant, Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager</div> <div>Cognizant, Deepak Complex, National Games Road, Pune, Maharashtra 411006 098509 76642- Umesh Kulkarni Campus Hiring Manager</div> <div>Jahangir Hospital ,IT Department</div> <div>TCS,Lead Campus Hiring - TCS Pune   TCS Nagpur   Chhattisgarh   South MP Talent Acquisition Group,baruah.pallabi@tcs.com</div> <div>AgreeYa Solutions India Private Limited B-38 C/2, Sector-57, Gautam Budha Nagar, Noida - 201301</div>	<div>4.5</div> <div>4.5</div> <div>3.6</div> <div>4</div> <div>4.5</div> <div>4.5</div> <div>4.5</div> <div>2.5</div> <div>3.5</div> <div>3.0 LPA</div>	
2020-21	<div>Kartika Maske</div> <div>Roshani Patil</div> <div>Chaitrali Chafodikar</div> <div>Mrunalini Gaikwad</div> <div>Shweta Kamble</div> <div>Neha Kagale</div> <div>Mahendra Kamble</div> <div>Amit Shitole</div> <div>Stebin Vergis</div> <div>Vaishnav Kamble</div> <div>Omkar Gavali</div> <div>Shravan Savgave</div> <div>Suraj Patil</div> <div>Pranoti Khade</div> <div>Sushmita Chougule</div> <div>Sourabh Basarikatti</div> <div>Akash Shinde</div> <div>Amit Kamble</div> <div>Patil Saurabh Sanjay</div> <div>Yogendra Yuvaraj Bhosale</div> <div>Bangade Pratik Shrikant</div> <div>Gaikwad Ranjit Ravindra</div> <div>Pawar Yogesh Dhanaji</div> <div>Patil Ajay Rajgonda</div> <div>Kate Ganesh Yashwant</div> <div>Pawar Kiran Krishnat</div> <div>Bhandari Abhijeet Appaso</div> <div>Omkar Dhare</div> <div>Satyam Patil</div> <div>Santosh Patil</div> <div>Shravan Gawade</div> <div>Shubham Bhanudas Thakare</div> <div>Satpute Rutvik Shitalkumar</div> <div>Desai Abhishek Udayrao</div> <div>Kambale Sushilkumar Dadu</div> <div>Mangaonkar Karan Prakash</div> <div>Sangale Sidharth Sanjay</div> <div>Fukate Amar Adinath</div> <div>Parit Prasad Appaji</div> <div>Mhalungekar Sushant S.</div> <div>Chavan Shubham Ramdas</div>	<div>Electrical</div> <div>Mechanical</div>	2020-21	<div>Dhoot Transmission Private limited, Aurangabad ,02431 251 446,Gut No. 102, Farola Iii, Paithan Road, Aurangabad, Maharashtra 431105, Pranali madam</div> <div>Mazagon Dock Shipbuilders Ltd, Mumbai2Nd Sarin Hse No 14 Dock Yard Rd, Mumbai, Maharashtra 400010 - 022 2376 2000 - Abhinandan Patil</div> <div>Byjus, Banglore,kurankarhritiik@gmail.c om&gt;</div> <div>Accenture Pvt. Ltd.Building B-1, Magarpatta City (SEZ), Magarpatta City, 020 4145 1000 - Shweta Petel - Campus Hiring Manager</div> <div>Bajaj Auto Pvt. Ltd.Dheraishil Desai,8007700444</div> <div>Faurecia Emissions Control Technologies, Mhalunge, Chakan, Pune</div> <div>John Deere / Faurecia Emissions, Mhalunge, Chakan, Pune</div> <div>Dhoot Transmission, Aurangabad, Aurangabad ,02431 251 446,Gut No. 102, Farola Iii, Paithan Road, Aurangabad, Maharashtra 431105,</div> <div>Menon Piston Ltd, Shirol MIDC Kolhapur, Swapnil Sir-9423859249</div>	<div>1.4 L</div> <div>2.9</div> <div>3.5</div> <div>2.9</div> <div>1.77</div> <div>1.7</div> <div>1.7</div> <div>1.7</div> <div>1.6</div> <div>1.2</div> <div>1.2</div> <div>1.2</div> <div>1.2</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> <div>1.44</div> 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2019-20	Adinath Rajaram Arade		2019-20	ACR Pvt. Ltd., Shirol MIDC Kolhapur , Shri Sunil patil	1.3	413
	Patil Mandar Krushna				1.3	
	Patil Shubham Hindurao			Mantri Metallics Pvt. Ltd., Shirol	1.6	
	Shinde Avdhut Rajaram			MIDC Kolhapur, Shri Amit Gavandi- 9049006312	1.6	
	Patil Satish Shahaji				1.6	
	More Rahul Rajaram				1.6	
	Kumbhar Suyog Dattatray			Dunung Industries Pvt. Ltd., Kushire	1.3	
	Sathe Purushottam Shivaji			MIDC Vadinage, Sanjay Burse -HR	1.3	
	Patil Shrinath Sardar				1.44	
	Sumant Tapkire	E&TC			1.44	
	Shrinath S. Magdum	Electrical			1.44	
	Vaibhav B. Bigade	Electrical			1.44	
	Vishal Maruti Parit	Electrical			1.44	
	Suni Ashok Abhee	Electrical			1.44	
	Dhiran Sahaji Desai	Electrical			1.44	
	Mayur Dilip Katrate	Electrical			1.44	
	Tejas Mahendra Patil	Electrical			1.44	
	Rushikesh Mohan Kadam	Electrical			1.44	
	Suraj Arjun Shahapure	Electrical			1.44	
	Siddharth Rangrao Kamble	Electrical			1.44	
	Omkar Kashinath Kalsannawar	Electrical			1.44	
	Vishwajit Maruti Sajane	Electrical			1.44	
	Rajvardhan B. Patil	Electrical			1.44	
2019-20	Akshay Vilas Shinde	Mechanical	2019-20	Bajaj Electricals, Pune, Dheraishil Desai 8007700444	1.44	413

	Jadhav Harshavardhan	Mechanical		1.44	
	Omkar Patil	Mechanical		1.44	
	Vaibhav Zore	Mechanical		1.44	
	Vinayak Kamate	Mechanical		1.44	
	Rahul Chikhalkar	Mechanical		1.44	
	Krishnaraj Jitkar	Mechanical		1.44	
	Sourav Gharge	Mechanical		1.44	
	Rohit Patil	Mechanical		1.44	
	Vaibhav Dhere	Mechanical		1.44	
	Akash Patil	Mechanical		1.44	
	Omkar Adgonda Patil	Mechanical		1.44	
	Saurabh Maevekar	Mechanical		1.44	
	Vishwajit Awate	Mechanical		1.44	
	Prasad Davang	Mechanical		1.44	
2018-19	Patil Sunil Babaso	Mechanical	2018-19	Dunung Industry, Kolhapur, Sanjay Burse - GM HR 9595293690	425
	Shinde Akshay Rajaram	Mechanical			
	Nalawade Subhash Rajesh	Mechanical			
	Pachakate Suraj Raghunath	Mechanical			
	Chougale Nilesh Shamrao	Mechanical			
	Patil Rohit Vijay	Mechanical			
	Patil Digvijay Chandrakant	Mechanical			
	Naik Virendra Appaso	Mechanical			
	Patil Sourabh Sanjay	Mechanical			
	Patil Swaroop Suresh	Mechanical			
	Patil Sushant Krishnat	Mechanical			
	Mane Komal Vikas	E&TC			
				Eleation Pvt.ltd, Pune, Amit Nigve - 8855090550	1.6
				KPIT Engineering Ltd. Pune, Deepa Yadav-7447818141	1.8

#### 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 enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to	Page No.
2022-23	Mr. Rajvardhan Dhananjay Jadhav	Civil	2021-22	Brunel University ,London	MS	427
2021-22	MS. MAHAJAN SWAPNALI DNYANOBA	CSE	2021-22	IIBS, Bangalore	MBA	429
	MS. PAILWAN AYESHA ASIF	CSE	2021-22	DYPatil, Kolhapur	M.Tech	430
2020-21	Mr. Vinayak M Jadhav	Civil	2018-19	GOE, Karad	M.Tech (Structure)	431
	Dipak Jagdish Chavan	Mech	2020-21	Anglia Ruskin University, Cambridge, UK	School of Economics Finance & Law	433
	Niranjan Sunil Deshpande	Mech	2020-21	Aston University, Brimningham UK	Master of Science in Supply Chain Management	434
2019-20	Ms. samrudhi dipakraj kashid	Civil	2019-20	Tatyasaheb Kore Engineering and Technological Institute, Warnanagar	M. Tech in Construction Management	435
	Mr. Adit Kadam	Civil	2019-20	University Salford Manchester	MSc construction management	436
	Mr. Deepak Kumbhar	Civil	2018-19	Infini Institute of Construction Project Management	PGP in construction Project Management	443
	Mr. Abhishik anaji raorane	Automobile engineering	2019-20	Sanjeevan engineering and Technology institute Panhala Kolhapur	Mechanical engineering design	446
	Mr. Pavan Bajirao Bhosale	Electrical Engg, SETI	2019-20	RIT, Sakhrle	M.Tech in Power Engineering & Power Electronics	448
	Mr. Krishna Ananadkishor Tiwari	Electrical Engg, SETI	2019-20	KrishnatTiwari, IACSD, Pune	CDAC Diploma	450
2018-19	Ms. Shradha Sambhaji Kumbhar	Computer Science & Engineering	2018-19	Rajarambapu Institute of Technology, Rajaramnagar	M.Tech. Computer Science & Engineering	451
	Ms. Komal Dilip Koli	Electrical Engineering	2018-19	Rajarambapu Institute of Technology, Rajaramnagar	M.Tech. Electrical Engineering	452
	Ms. Archana U. Aghav	Electrical Engineering	2018-19	College of Engineering, Ambajogai, Beed	M.Tech. Control System Engineering	452
	Mr. Ravindra Baban Lohar	Electrical Engineering	2018-19	Padmabhooshan Vasantraodada Patil Institute of Technology, Budhgaon	M.Tech. Electrical Engineering	452
	Ms. Saloni Dilip Padwal	Civil Engineering	2017-18	Ashokrao Mane Group of Institutions, Kolhapur	M.Tech in Construction Management	453
	Ms. Priyanka Ashok Sagavkar	Mechanical Engineering	2016-17	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. Mechanical Engineering Design	454
	Ms. Snehal Vittal Patil	Mechanical Engineering	2018-19	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. Mechanical Engineering Design	455
	Mr. Prasad Madanrao Patil	Mechanical Engineering	2017-18	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. Mechanical Engineering Design	456
	Mr. Akshay Jagannath Jadhav	Mechanical Engineering	2018-19	Deshbhakta Ratnappa Kumbhar College of Commerce , Kolhapur	MBA	457
	Mr. Avadhut Subhash Patil	Mechanical Engineering	2018-19	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. Mechanical Engineering Design	458
	Mr. Sammer Ramchandra Naik	Civil Engineering	2017-18	Visvesvaraya National Institute of Technology, Nagpur	M.Tech in Water Resource Engineering	459
	Mr. Vaibhav Appasaheb Ghugare	Mechanical Engineering	2016-17	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. Mechanical Engineering Design	460
	Mr. Yogesh Ramesh Vanshe	Civil Engineering	2015-16	Padmabhooshan Vasantraodada Patil Institute of Technology, Budhgaon	M.Tech Structure	461
	Mr. Aditya Nandkumar Patil	Electronics and Telecommunication Engineering	2017-18	Sanjeevan Engineering and Technology Institute Panhala	M.Tech. in Electronics and Telecommunication Engineering	462
	Mr. Nikhil Chandrakant Shirur	Mechanical Engineering	2018-19	K.I.T.s Institute of Management Education & Research, Kolhapur	Master of Business Administration	463

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

23<sup>rd</sup> 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 **15<sup>th</sup> 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 Pune



Received & Accepted Copy of Intimation

[Mr.Sumit Chougule ]  
+91-8605175656

**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

Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex , 631/4,  
Vaddo, Socorro, Porvorim , Bardez, North Goa, Goa - 403501

Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusr, Vadodara,  
Salvi Road, Village-Manjusr, Tal - Savli, Vadodara - 391775 Gujarat.

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

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

23<sup>rd</sup> May'2023

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!**

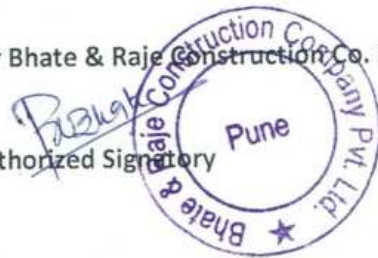
You will join the company on **15<sup>th</sup> June'2023**; you are requested to bring the following documents along with you, at the time of joining.

1. A photocopy of each of proof of Address, Age. [ Qualification and Experience if any]
2. 2 Passport size photographs.
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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 & Raj Construction Co. Pvt. Ltd.,

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr. Pranav Prakash Chavan]  
+91-9325566143

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Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex , 631/4,

Vaddo, Socorro, Porvorim , Bardez, North Goa, Goa - 403501

Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusa, Vadodara,

Salvi Road, Village-Manjusa, Tal - Savli, Vadodara - 391775 Gujarat.

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NATVAR JAIN  
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SANJEEV NATVAR  
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O-SANJEEVAN  
ENGINEERING &



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

23<sup>rd</sup> 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 **15<sup>th</sup> 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



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[Mr. Swapnil Dhondiram Patil]  
+91-7057340707



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Phone : +91-8956952960/61, E-mail: brccpl@gmail.com, www.bhateraj.com  
Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex, 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.

Signature Not Verified  
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SANJEEV NATVAR  
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O-SANJEEVAN  
ENGINEERING &

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

23<sup>rd</sup> 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 **15<sup>th</sup> 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**

**[Miss Sayali Shivaji Tambavekar]**  
**+91-8007403468**



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Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusar, Vadodara, Salvi Road, Village-Manjusar, Tal - Savli, Vadodara - 391775 Gujarat.

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ENGINEERING &



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

23<sup>rd</sup> 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 **15<sup>th</sup> 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 & Raje Construction Co. Pvt. Ltd.,

Authorized Signatory



**Received & Accepted Copy of Intimation**

**[Mr.Amol Pramod Jadhav ]**  
**+91-9623651345**



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COMPANY**

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SANJEEV NATVAR  
JAIN,  
O-SANJEEVAN  
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Ref No. BRCCPL/HR&A/23-24

23<sup>rd</sup> 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!**

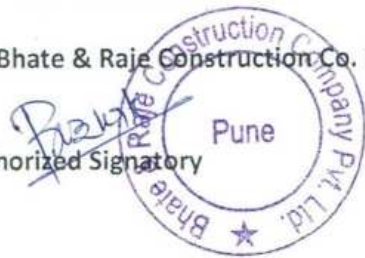
You will join the company on **15<sup>th</sup> June'2023**; you are requested to bring the following documents along with you, at the time of joining.

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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 & 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  
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Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusr, Vadodara, Salvi Road, Village-Manjusr, Tal - Savli, Vadodara - 391775 Gujarat.

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Digitally Signed By  
SANJEEV NATVAR JAIN  
O-SANJEEVAN  
ENGINEERING &

## Regarding Offer Letter

4 messages

**TPO SETI** <tpo@seti.edu.in>  
To: Maruti.raut@tataautocomp.com

Sat, Apr 27, 2024 at 12:07 PM

Respected sir

In the month Aug 2022 14, your team had a Campus interview and 27 students joined, the offer letter that was distributed was not received by us, just for record-keeping, its very urgent, we need the offer letter for the recording keeping , Kindly check the attachment

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute  
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala  
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

**Mobile: +91 8855090550/9960045285**

**E-mail: [tpo@seti.edu.in](mailto:tpo@seti.edu.in)**

[ajay.magnus@gmail.com](mailto:ajay.magnus@gmail.com)

### 3 attachments



WhatsApp Image 2024-04-27 at 12.06.07 PM.jpeg  
80K



WhatsApp Image 2024-04-27 at 12.06.06 PM.jpeg  
98K



New Microsoft Excel Worksheet.xlsx  
15K

**Maruti Raut (TACO-IPD)** <Maruti.Raut@tataautocomp.com>  
To: TPO SETI <tpo@seti.edu.in>

Sat, Apr 27, 2024 at 4:44 PM

Sir,

tomorrow morning i will revert you, Our Plant running.

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

Regards,  
Maruti Raut

---

**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Saturday, April 27, 2024 12:07 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Regarding Offer Letter

[Quoted text hidden]

\*\*\*\*This email may contain information that is privileged, confidential, legally privileged, or otherwise protected from disclosure and/or exempt from disclosure under applicable law and is addressed solely for the use of the intended recipient(s). If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein (including any reliance thereon) is STRICTLY PROHIBITED. Although this transmission and any attachments are believed to be free of any virus or other defect that might affect any computer system into which it is received and opened, it is the responsibility of the recipient to ensure that it is virus free and no responsibility is accepted by Tata AutoComp Systems– Interiors & Plastics Division, its subsidiaries and affiliates, as applicable, for any loss or damage arising in any way from its use. Please note that Tata AutoComp Systems– Interiors & Plastics Division Limited reserves the right to intercept, monitor and retain e-mail messages to and from its systems as permitted by applicable laws and accepts no liability for any damage caused by any virus transmitted by this e-mail. If you received this transmission in error, please immediately contact the sender and destroy the material in its entirety, whether in electronic or hard copy format. Any opinions expressed in this email are those of the individual and not necessarily of the organization. Thank you..\*\*\*\*

---

**TPO SETI** <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
To: "Maruti Raut (TACO-IPD)" <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>

Mon, Apr 29, 2024 at 1:24 PM

Respected sir

Waiting for your reply

[Quoted text hidden]

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**Maruti Raut (TACO-IPD)** <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
To: TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>

Mon, Apr 29, 2024 at 3:32 PM


---


**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Monday, April 29, 2024 1:24 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Re: Regarding Offer Letter

[Quoted text hidden]

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**2 attachments**

 **4186\_001.pdf**  
81K

 **4185\_001.pdf**  
77K

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ENGINEERING &

We are selected following candidates for one year as Apprantice Basis.

14-Aug-22

Sanjeevan Engineering and Technological Institute , Panhala

1	Sandeep Kailash Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
2	Swati Bandopant Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
3	Shweta Sanjay Mole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
4	Prajakta Sanjay Saswade	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
5	Neha Dilip Kulkarni	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
6	Pranali Laxman Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
7	Renu Rahul Bhole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
8	Tejas Shamrao Patil	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
9	Kailash Landge	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
10	Sadesh Ahere	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
11	Umesh Suresh Ghurke	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

Signature Not Verified

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

**TATA AUTOCOMP SYSTEMS LIMITED**  
INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad, Pune - 411 019.

Tel : 91 20 6613 4874 website : www.tataautocomp.com - CIN : U34100MH1995PLC093733

Vishal Surendra Prajapati Registered Office TACO House Dande Path Off Law College Road Pune 411 004 India 1.44

13	Suhas Kuber Munde	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
14	Prathamesh Tanaji Sawarde	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
15	Omkar Vijay Folake	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
16	Prem Dhodiram Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
17	Shivam Arun Sutar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
18	Niranjan Shrikant Sutar	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
19	Aditya Anil bhuyekar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
20	Devraj Bharat Dalvi	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
21	Tejas Patil	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	2.1
22	Kamlesh Sankpal	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
23	Vaibhai Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
24	Netra Gaikwad	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
25	Sagar Jadhav	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
26	Shubham Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
27	Pranai Shinde	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

**TATA AUTOCOMP SYSTEMS LIMITED**  
INTERIORS AND PLASTICS DIVISION

Signature Not Verified

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

Plot No.31, D-II Block, MIDC, Chinchwad East, Pune 411 019.

Tel : 91 20 6613 4874 website : [www.tataautocomp.com](http://www.tataautocomp.com) CIN : U34100MH1995PLC093733

Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 India





# Exotech Plastics Private Limited

Formerly known as exotech zahini Industries Pvt. Ltd.

09 May 2023

To,

Mr, Rajwardhan Rajaram Patil,  
Dept of electrical, SETI, Panhala

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

Dear. Mr, Rajwardhan Rajaram Patil,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

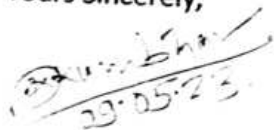
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
23.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd.

28

09 May 2023

To,

Mr. Akshay Ramdas Kadam,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

Dear Mr. Akshay Ramdas Kadam,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
  2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
  3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
  5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.
- However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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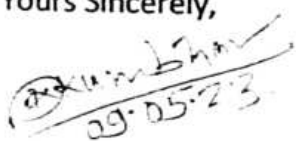


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,



29.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

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



# Exotech Plastics Private Limited

Formerly known as exotech zoni Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,

Mr. Tejas Tanaji Powar,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Tejas Tanaji Powar,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

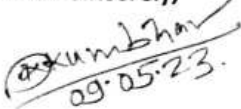
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN





# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,  
Mr. Omkar Kapse,  
Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical) Apprentice Trainee**

Dear Mr. Omkar,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/-** (Eighteen Thousands only) per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

*Dipak Kumbhar*  
09.12.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,

Mr. Shailesh Nanaso Harugade,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Shailesh,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from May 15, 2023. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

Plot No. F - 27 C, MIDC Ranjangaon, Village Karegaon, Tal. - Shirur, Dist. - Pune - 412 220.

Phone No. 02138 - 663100 • E-mail: [admin@exotechplastics.com](mailto:admin@exotechplastics.com) • Website: [www.exotechplastics.com](http://www.exotechplastics.com)

CIN NO: U25206MH1996PTC101162

Signature Not Verified  
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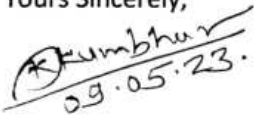


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

**For EXOTECH PLASTICS PRIVATE LIMITED**

**Dipak Kumbhar**

**Assistant MANAGER - HR & ADMIN**



# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,  
Mr. Sushant Bahadure,  
Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Sushant,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

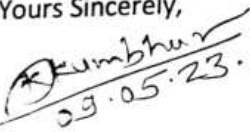


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10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

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Thanking you.

Yours Sincerely,

  
23.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zani Industries Pvt. Ltd

33

09<sup>th</sup> May 2023

To,  
Mr. Tejas Patil,  
Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Tejas,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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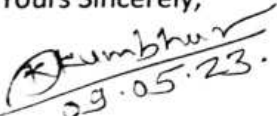
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9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zoni Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,  
**Mr. Shubham Shankar Patil,**  
**Sanjeevan Engineering & Technology Institute, Panhala**

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Shubham,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
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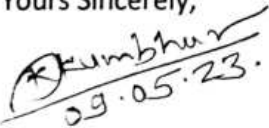
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
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9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
29.05.23.

**For EXOTECH PLASTICS PRIVATE LIMITED**

**Dipak Kumbhar**

**Assistant MANAGER - HR & ADMIN**



# Exotech Plastics Private Limited

Formerly known as exotech zoni industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,

Mr. Rakesh Ramchandra Naik,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Rakesh,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on **mutually agreed terms** and conditions.

However, if your performance is not found satisfactory during the **above period of one year**, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

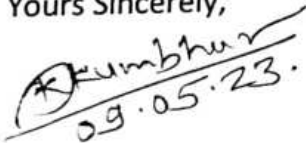


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

**For EXOTECH PLASTICS PRIVATE LIMITED**

**Dipak Kumbhar**

**Assistant MANAGER - HR & ADMIN**

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



# Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,

Mr. Vaibhav Chandrakant Vibhute,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Vaibhav,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a **Trainee** and the rules and regulations as applicable to the Trainees in the Company shall **apply to you**.
5. On successful completion of your training and depending on the **availability of the suitable** vacancy, you may be absorbed in the services of the company on **mutually agreed terms** and conditions.

However, if your performance is not found satisfactory during the **above period** of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

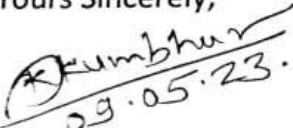


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech znni industries Pvt. Ltd

09<sup>th</sup> May 2023

To,

Mr. Abhishek Mane,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Abhishek,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **May 15, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

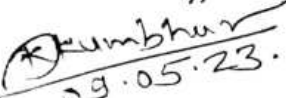
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

**For EXOTECH PLASTICS PRIVATE LIMITED**

**Dipak Kumbhar**

**Assistant MANAGER - HR & ADMIN**

Signature Not Verified  
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NATVAR JAIN  
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O-SANJEEVAN  
ENGINEERING &





# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,  
Mr. Abhijeet Balaso Kumbhar,  
Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Abhijeet,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

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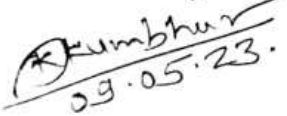


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
29.05.23.

**For EXOTECH PLASTICS PRIVATE LIMITED**

**Dipak Kumbhar**

**Assistant MANAGER - HR & ADMIN**



# Exotech Plastics Private Limited

Formerly known as exotech zaini industries Pvt. Ltd

39

09<sup>th</sup> May 2023

To,

Ms. Abhijeet Sharad Patole,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Ms. Abhijeet Sharad Patole,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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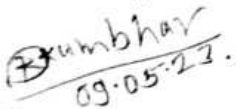
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Thanking you.

Yours Sincerely,

  
09-05-23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN





# Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd

40

09<sup>th</sup> May 2023

To,

Mr. Somanath Krishnadev Sonawane,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Somanath,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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Plot No. F - 27 C, MIDC Ranjangaon, Village Karegaon, Tal. - Shirur, Dist. - Pune - 412 220.

Phone No. 02138 - 663100 • E-mail: [admin@exotechplastics.com](mailto:admin@exotechplastics.com) • Website: [www.exotechplastics.com](http://www.exotechplastics.com)

CIN NO: U25206MH1996PTC101162

Signature Not Verified  
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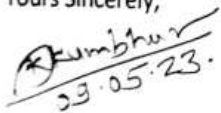


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8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
23.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zaini industries Pvt. Ltd

41

09<sup>th</sup> May 2023

To,

Mr. Mainodden Kalandar Peerjade,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

**Dear Mr. Mainodden,**

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

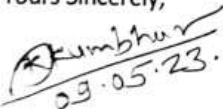
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Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN





# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,

Mr. Tushar Salokhe,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Tushar Salokhe,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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Signature Not Verified  
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NATVAR JAIN  
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ENGINEERING



7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
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Thanking you.

Yours Sincerely,

*Dipak Kumbhar*  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zonini industries Pvt. Ltd

43

09<sup>th</sup> May 2023

To,

Mr. Sanchit Prakash Pawar,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Sanchit,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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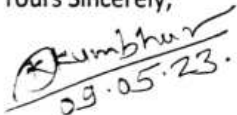
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10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

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Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN





# Exotech Plastics Private Limited

Formerly known as exotech zonni Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,  
Mr. Yogesh Bhagwan Rote,  
Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Electrical ) Apprentice Trainee**

Dear Mr. Yogesh,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

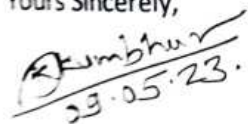


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
23.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

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NATVAR JAIN  
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ENGINEERING &



# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd.

45

09 May 2023

To,

Mr. Abhishek Jadhav,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

Dear Mr. Abhishek Jadhav,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

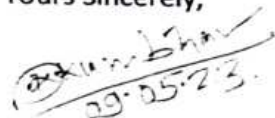
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
29.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

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# Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd.

46

09 May 2023

To,

Mr. Niranjan Chougule,

Sanjeevan Engineering & Technology Institute, Panhala

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

Dear Mr. Niranjan Chougule,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
23.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

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# Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd.

47

09 May 2023

To,

**Mr. Harshit Suryakant Bodake,**

**Sanjeevan Engineering & Technology Institute, Panhala**

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

**Dear Mr. Harshit Suryakant Bodake,**

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
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5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

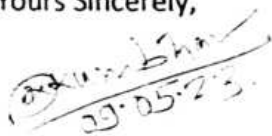
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
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10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
29.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN

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# Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd.

48

09 May 2023

To,

Amruta Vijay Gurav,

Dept of electrical, SETI, Panhala

**Subject: Letter of Appointment-Technician (8.Tech.-Electrical) Apprentice Trainee**

Dear. Amruta Vijay Gurav,,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Electrical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
2. You will be paid stipend of **Rs. 18000/- (Eighteen Thousands only)** per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

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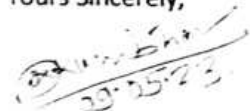
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentices Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,



For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN

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Date: 28/03/2023

## APPOINTMENT LETTER

Ms. Sonali Bhosale

**Subject: Appointment Letter for Post of Trainee Simulation Engineer .**

Dear Ms. Sonali Bhosale

We are pleased to appoint you, the position of Trainee Simulation Engineer with Robtech Automation and Services, on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 1/04/2023.

**2. Job title**

Your job title will be **Trainee Simulation Engineer**, and you will report to Mr. Harshavardhan Patil

Mr. Tushar Ramane

Your Faithfully

Ms. Sonali Bhosale

*S. Bhosale*

CEO

*Tushar Ramane*  
Robtech Automation & Services





tpo seti &lt;tpo@seti.edu.in&gt;

**Selection List**

1 message

**Nagesh Shahane** <nagesh.shahane@walchand.com>

To: "tpo@seti.edu.in" &lt;tpo@seti.edu.in&gt;

Cc: Dhiraj V Keskar &lt;dhiraj.keskar@walchand.com&gt;, Ravi Bhushan &lt;ravi.bhushan@walchand.com&gt;, "Ashish V. Keskar" &lt;ashish.keskar@walchand.com&gt;, "Amol R. Barge" &lt;amol.barge@walchand.com&gt;

Fri, Apr 14, 2023 at 6:50 PM

Sir,

With reference to campus interview, we are very thankful for your cooperation & necessary arrangements for campus interview.

We have attached list of selected candidates herewith. Please communicate candidates to contact us after result of final semester.

Thank you,

Best Regards,

Nagesh Shahane | Manager – Human Resources



Email: Nagesh.Shahane@walchand.com | Website: www.walchand.com |

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<https://mail.google.com/mail/u/0/?ik=19ae014fb8&view=pt&search=all&permthid=thread-f:1763157960527729050&simpl=msg-f:1763157960527729050>

Walchandnagar Industries Ltd., Walchandnagar  
Tal - Indapur Dist - Pune 413114 Maharashtra,  
India | CIN: L74999MH1908PLC000291



**DISCLAIMER:-** Please note that this message and any attachments are intended only for the use of the intended recipient/s, are confidential, proprietary and may be privileged. If you are not the intended recipient and email is received by you either due to any spelling error/incorrect email-id/wrongly marked or for any other reason known or unknown to you, then you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from Inbox/Sent & Recycle Bin in your system. The company shall not accept any responsibility or liability for any loss or damage arising from the use of this email or attachment on account of any virus transmitted by this email. No employee or agent is authorized to make any offer or conclude any binding agreement on behalf of our Company with the recipient of this email without express prior written approval by an authorised officer of our Company. In no event will this email or its content be construed as written approval or admission of any liability if issued by unauthorised officer of the Company. No one has authority to place or accept any offer/order on behalf of the Company save only by authorised officer or concerned head and the Company shall not be liable or responsible for any loss or damage arising therefrom. Please consider the environment before printing this email."

 **SANJEEVAN FINAL LIST.xlsx**  
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Sr.No.	Name
1	Vinayak shivaji chavan
2	Nihal Imtiyaj Sayyad
3	Kadam vivek vilas
4	Shreyas Dhanpal Kognole
5	Aman Najir Jamadar
6	Sagar sanjay katkar
7	Chavan Swapnil Sudhir
8	Ashutosh Arun Yadav
9	Sanket Ashok Jangam
10	Aman Umeshwar Katre





# 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

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Ref.: 22-23/

Date:09/05/2023

To,  
**Mr. Rahul Ganapati Powar,**  
**At :Avachitwadi,Post: Dhamod, Tal: Radhanagari,**  
**Dist: Kolhapur , Mobile: 7448177886**

**Subject: Appointment Letter**

Sir,

Further to the interview you had with us, we are pleased to offer you as '**Quality -inspector**' in our organization. The terms and conditions governing your training are given below: -

- 1. Date of Employment:** Your employment with us will commence from 20<sup>th</sup> May 2023.
- 2. Designation:** You will be joining us for the position of 'Quality-Inspector', Quality'. Although you have been appointed for a specific position at Hind Gear Industries we reserve the right to determine the type and range of work you will be assigned to perform. Your location will be at Hind Gear Office.
- 3. Compensation:** The monthly payment structure is attached herewith for your ready reference (Annexure -1). Please note that the Income Tax liability of this offer is to be considered in the light of the tax laws prevailing during the time. You will not be entitled to any other benefits, apart from the above.
- 4. Probation period:** You will be on Probation period for a period of 6 months from effective date of employment. On successful completion of your Probation period, you will be confirmed as a full-time employee and the confirmation letter will be issued to you. It is to be noted that your confirmation of employment will be subjected to successful completion of performance appraisal at the end of Probation period. If your performance does not meet with the requirements of the Probation period, your Probation period would be extended by a maximum of six months.
- 5.** On successful completion of Probation period, based on your performance during and at the end of the Probation period, you will be confirmed in the services of the Company in the appropriate cadre depending on suitable openings.
- 6. Posting:** Initially you will be posted at Hind Gear Kolhapur. However, during this period of Probation, you can be transferred to any other department/division of the company. You may also be assigned such other duties at the discretion of the management, in any branch or office of the company and/or its subsidiaries or associate companies.

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7. In any case, if you want to discontinue the trainee period with the company for the best reason known to you, you are required to give one month notice period to company.

8. You are required to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline / trust, your services may be terminated by the company with immediate effect.

9. You will also be governed by the standard terms and conditions applicable to the grade of the company as existing now and as may be amended from time to time.

10. This offer has been made based on the information furnished in your application for employment and subsequent interviews. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

**11. Notice Period:** After confirmation, your employment is terminable subject to three month's notice in writing on either side or Salary in lieu of notice with or without assigning any reason thereof. For the purpose of this clause, salary includes basic salary per month. If you fail to pay the salary in lieu of notice, the company will recover the amount of notice from any other dues payable to you. Also you need to comply with the formalities of submitting proper letter of resignation and obtaining No-due Certificate from all concerned. However, the company reserves the right when to relieve you and whether to waive off the condition regarding notice period as above.

**12. Duties / Responsibilities:**

A) The company expects you to work in the department in which you are placed with a high standard of Efficiency.

B) You should carry out whatever assignments / tasks assigned to you by your Superior / Management in connection with your duties and responsibilities to their fullest satisfaction. You should follow the instructions of your Superior / Management regarding your work, conduct and behaviour on duty.

C) You will devote your whole time and attention in the services of the company and will not take up any direct / indirect business or work whether honorary or remunerative except with written permission of the management.

D) You will abide by the code of conduct / model standing orders and all the rules and regulations of the company and maintain high standard of discipline, performance and attendance.

**13. Medical Fitness:** This appointment and its continuation is subject to your remaining and being found physically and mentally fit at all times.

**14. Retirement:** You will automatically retire on attaining the age of 58 years otherwise informed in writing by the Management. Your date of birth as per Company record is 11 June 1990.

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Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer letter and return the same to us.

We welcome you to the Hind Gear Group and wish you good luck and a very bright career with us.

Best Regards,  
For **Hind Gear Industries**,

**N T Patil**  
Partner

Encl: Annexure -1

#### DECLARATION

I have carefully read and understood the above terms and conditions of Appointment and the same are acceptable to me.

Name: Mr Rahul Ganapati Powar

Signature:

Date:

Page 3 of 4

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## Offer Letter

To Sourabh Patil

Subject: **Offer letter for Apprenticeship (under NAPS) under the Apprentices Act, 1961**

Dear Mr. Sourabh Patil

With reference to above subject, you are selected to undergo on the job training as an "Apprentice" under the Apprentices Act, 1961 at our clients on following terms and conditions.

- 1) This offer letter is valid for: **SHRI SAMARTH ENTERPRISES**
- 2) Apprentices will be offered stipends + facilities as per company policy.
- 3) This offer letter is valid subject to final interview by the Company and physical fitness in medical round.
- 3) In case, you fail to join the company as per joining date mentioned then this offer letter will stand cancelled.
- 4) In case of misuse of this offer letter, concerned person will be liable for appropriate legal action.
- 5) Must carry your documents -SSC, HSC, Diploma, Graduation, ITI - all mark sheets and board certificates, Date of Birth proof, Aadhar Card, Pan Card, Nationalize Bank Account details, I-Card size 8 photos & Stamp size 4 photos.
- 6) You should submit police verification details and character certificate from college.
- 7) You are required to join by 20/08/2022
- 8) Stipend – 1.6 Annual Stipend
- 9) You will pursue your on the job training with full efficiency, effectiveness and appropriate behavior. Incase any adverse feedback comes about you then it will be communicated to college and college will intervene in that matter.
- 10) Our team will support you to get accommodation but the room rent and advance has to be paid by your own, also night food arrangement needs to be done by yourself, so you need to carry sufficient money for it till their first month stipend receipt. 10) You need to carry your bedding and other necessary things in order to stay here.

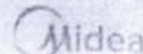
Yours Sincerely,

### **MEGA CORPSOL LLP**

📍 A1 - 303, SAI SHRADDHA, AMBEGAON BK (HAVELI), PUNE - 46, MAHARASHTRA.

☎ 9168219090 / 9168319090 ✉ info@megacorpsol.com 🌐 www.megacorpsol.com

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CARRIER MIDEA INDIA

December 07, 2022

Mr. ONKAR SURESH SHINDE

A/P Vathar, Tal-Hatkhangale  
416112

Carrier Midea India Private Limited

1st Floor, Pearl Tower,  
Plot No. 51, Institutional Area,  
Sector 32, Gurugram, Haryana-122001  
Phone : +91-124-6144300

Dear ONKAR,

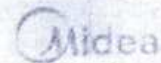
Further to our employment offer from Carrier Midea joint venture, we are pleased to issue this detailed appointment letter to you. Your employment is effective **"December 07, 2022"** in 'S.' grade of our Company. Your designation will be **"Associate"**. You will be reporting to "and will be functionally reporting to Assistant Manager - Quality, IQC/OQC.

The terms and conditions governing your employment are:

1. Your annual emolument will be of **Rs. 3,07,212/- (Rupees Three Lakh Seven Thousand Two Hundred Twelve Only)** per annum including a variable incentive up to **Rs. 1/-** based on the performance appraisal in accordance with the policies put in place by the company as per the attached CTC annexure.
2. **Insurance:** You and your immediate family will be covered under Company's Group Medical Insurance Scheme. You would also be covered under Company's Accident Insurance Scheme.
3. **Leave:** You will be entitled to 24 days privilege leave with full pay for every completed year of service. Such privilege leave shall be availed of subject to exigencies of the Company's work and the rules in force from time to time. You are also entitled for 12 days Sick/Casual leave in a calendar year.
4. **Retirement Age:** The normal retirement age will be sixty years.
5. **Period of Probation:** You will be on probation for a period of Six months from the date of your joining. Based on your performance, you may be issued a confirmation letter or probation period may be extended to such further period or periods as may be considered necessary by the company as per the company policy. In case of your resignation from the services of the company during the period of your probation, you will be required to give one month notice or one month basic pay in lieu of or for the period falling short of the prescribed notice period. During the period of probation or extensions if any, your services can be terminated by giving you one month notice or one month basic pay in lieu thereof.
6. **Confirmation:** Your confirmation in appointment will be subject to your satisfactory performance on your job. At any time after issuing confirmation letter, your services may be terminated at any time by giving three-month notice in writing by either side or by paying you three-month basic salary in lieu of notice. In case you leave our employment without notice, we shall have the right to deduct any money or monies that may be due to you and/or recover as liquidated damages an amount equivalent to three-month basic salary from you.
7. **Code of Ethics:** You will essentially be required to undergo Ethics training. The Company's Code of Ethics policy is an integral part of the company's compliance programs, adhering to which forms part of your responsibilities. Any violation of these Codes of Ethics will result in disciplinary action against you and including discharge.

CM/APPT/1645, Page 1 of 5





CARRIER MIDEA INDIA

19. If any letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your service.
20. Your services may be terminated at, any time by three-month notice in writing by either side or by paying you three-month basic salary in lieu of notice. In case you leave our employment without notice, we shall have the right to deduct as liquidated damages an amount equivalent to three-month basic salary from any money or monies that may be due to you.
21. All payments will be made in accordance with the taxation system prevalent within the country.
22. This letter is being sent to you in duplicate. If you accept the terms above mentioned, please sign the declaration in the duplicate and provide us the duplicate for our records. The original is for retention by you.

We welcome you as a member of our organization and look forward to years of useful contribution.

Yours faithfully,

For Carrier Midea India Private Limited,

  
Lopamudra Banerjee

Head- HR & Administration

Declaration:

I agree to accept employment on the terms above mentioned. The original of this is in my possession.

Signature : Genuine

Name in full : Onkar Suresh Shinde

Date : 07-Dec-2022

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O-SANJEEVAN  
ENGINEERING &





## PG TECHNOPLAST PVT. LTD

Plot No.-A-18, Supa Parner MIDC Industrial Area,  
City Supa, Taluka - Parner, District : Ahmednager,  
Maharashtra, India, Pin-414301  
E-Mail # account.pg@pl@pgel.in

Date: 12<sup>th</sup> December 2022

### APPOINTMENT LETTER

Dear Mr. Kedar Shinde,

We refer to your application and subsequent interview you had with us, we are now pleased to inform you that you are appointed as a **"Engineer - HE Department"** in our organization on the following terms and conditions:

Your employment shall be subject to medical fitness as certified by the Company's Medical Officer or any other doctor name by the company.

1. You will be on probation for a period of Six months from the date of your joining, i.e. **12<sup>th</sup> December 2022** and your services are deemed to be confirmed after expiry of the said period of probation, if the letter of probation extension is not issued to you. However, for separation during the probation period, you will be required to give one month advance written notice OR payment of one month salary in lieu thereof.
2. In case your performance during the probation period is not found satisfactory, the management may terminate your service without giving any reason or any notice or extend your probation as per the discretion of the management.
3. That during or at the expiry of the said period of probation or the extended period of probation, the management shall have the right to terminate your services without any notice or assigning any reason thereof.
4. You will be paid salary **Rs.27,500/- PM (CTC)**.
5. Your services are liable to be transferred to any place in India, to any Department/Office/establishment/branch/factory of the company, as well as its sister concerns within the group, on temporary or permanent basis, depending upon the company's priorities of work, at the sole discretion of the management.
6. On confirmation, your services shall be terminable by written notice of one month on either side or payment of one month's salary in lieu thereof.
7. Your services can also be terminated without any notice or pay in lieu thereof, if the management finds that the particulars supplied by you either in the application form or the time of interview are incorrect.
8. If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment, or any of its stipulations prejudice to any of its rights under the terms herein then the company shall be entitled to terminate your employment forthwith without

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SANJEEV NATVAR  
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O-SANJEEVAN  
ENGINEERING &





Ref: HR, Tata Autocomp IPD 163974

20th February, 2023

Mr. Tejas Patil  
At Ukol, Shahuwadi Kolhapur  
Kolhapur-416030

Dear Tejas,

With reference to your application and subsequent interview you had with us, we are pleased to offer you Industrial Education & Training opportunity in our Organization as "Associate Trainee" w.e.f. 20th February, 2023 on following terms and conditions:

Your enrolment for training/education shall be for the Basic course i.e. for a period of One Year starting from 20th February, 2023 to 19th February, 2024 and shall automatically come to an end on completion of the training duration.

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

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

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

During the education / training period, in case you wish to resign from your traineeship or leave traineeship for any reason (except completion of training period), you are liable to give 15 days' notice, failing which an amount of 15 days stipend shall be recovered towards notice pay.

Besides this, deductions towards issue of all Personal Protective Equipment (safety shoes, uniform etc) at the market rate, shall be done in first two months and shall be refunded only at the end of successful completion of training period (and not otherwise) through your final settlement. The transport & canteen shall be recovered for the month.

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

You will be entitled to 15 days holidays (leave) per year during your training period.

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

**TATA AUTOCOMP SYSTEMS LIMITED**

INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad East, Pune-411 019.

Tel : 91 20 6611 4674 website : [www.tataautocomp.com](http://www.tataautocomp.com) CIN : U34100MH1995PLC093733

Registered Office : TACO House Damle Path Off Law College Road Pune-411 004 India

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ENGINEERING &



Sr. No.	Components	Per Month	Per Annum
<b>A</b>	<b>A Gross Pay Components</b>		
	Stipend	10800	129600
	House Rent Allowance	540	6480
	<b>Total Gross Pay</b>	<b>11340</b>	<b>136080</b>
<b>B</b>	<b>Annualized Retrials</b>		
	ESIC @ 3.25%	369	4428
	Leave with Wages/Leave Encashment	450	5400
	Retention Bonus* (Completion of 1 year)		6000
	<b>Total Annualized Retrials</b>	<b>678</b>	<b>8136</b>
	<b>Total Cost to Company (A+B)</b>	<b>12837</b>	<b>154044</b>

Note\*

Criteria to Earn Attendance Allowance*	
Attendance	Amount (Rs.)
For Actual attendance days 26 in month	1000.00
For Actual attendance days 25 in month	800.00
For Actual attendance days 24 in month	600.00
For less than 24 days in month	Nil

For Tata AutoComp Systems Ltd.  
Interiors and Plastics Division

*A. C. Hasabnis*  
Amarendra Hasabnis  
Senior Manager – Human Resources

**TATA AUTOCOMP SYSTEMS LIMITED**

INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad East, Pune 411 019

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Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 India

## Regarding Offer Letter

4 messages

**TPO SETI** <tpo@seti.edu.in>  
To: Maruti.raut@tataautocomp.com

Sat, Apr 27, 2024 at 12:07 PM

Respected sir

In the month Aug 2022 14, your team had a Campus interview and 27 students joined, the offer letter that was distributed was not received by us, just for record-keeping, its very urgent, we need the offer letter for the recording keeping , Kindly check the attachment

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute  
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala  
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

**Mobile: +91 8855090550/9960045285**

**E-mail: [tpo@seti.edu.in](mailto:tpo@seti.edu.in)**

[ajay.magnus@gmail.com](mailto:ajay.magnus@gmail.com)

### 3 attachments



WhatsApp Image 2024-04-27 at 12.06.07 PM.jpeg  
80K



WhatsApp Image 2024-04-27 at 12.06.06 PM.jpeg  
98K



New Microsoft Excel Worksheet.xlsx  
15K

**Maruti Raut (TACO-IPD)** <Maruti.Raut@tataautocomp.com>  
To: TPO SETI <tpo@seti.edu.in>

Sat, Apr 27, 2024 at 4:44 PM

Sir,

tomorrow morning i will revert you, Our Plant running.

Signature Not Verified  
SANJEEV  
NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
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Regards,  
Maruti Raut

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**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Saturday, April 27, 2024 12:07 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Regarding Offer Letter

[Quoted text hidden]

\*\*\*\*This email may contain information that is privileged, confidential, legally privileged, or otherwise protected from disclosure and/or exempt from disclosure under applicable law and is addressed solely for the use of the intended recipient(s). If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or use of the information contained herein (including any reliance thereon) is STRICTLY PROHIBITED. Although this transmission and any attachments are believed to be free of any virus or other defect that might affect any computer system into which it is received and opened, it is the responsibility of the recipient to ensure that it is virus free and no responsibility is accepted by Tata AutoComp Systems– Interiors & Plastics Division, its subsidiaries and affiliates, as applicable, for any loss or damage arising in any way from its use. Please note that Tata AutoComp Systems– Interiors & Plastics Division Limited reserves the right to intercept, monitor and retain e-mail messages to and from its systems as permitted by applicable laws and accepts no liability for any damage caused by any virus transmitted by this e-mail. If you received this transmission in error, please immediately contact the sender and destroy the material in its entirety, whether in electronic or hard copy format. Any opinions expressed in this email are those of the individual and not necessarily of the organization. Thank you..\*\*\*\*

---

**TPO SETI** <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
To: "Maruti Raut (TACO-IPD)" <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>

Mon, Apr 29, 2024 at 1:24 PM

Respected sir

Waiting for your reply

[Quoted text hidden]

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**Maruti Raut (TACO-IPD)** <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
To: TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>

Mon, Apr 29, 2024 at 3:32 PM


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**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Monday, April 29, 2024 1:24 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Re: Regarding Offer Letter

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**2 attachments**

 **4186\_001.pdf**  
81K

 **4185\_001.pdf**  
77K

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SANJEEV  
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We are selected following candidates for one year as Apprantice Basis.

14-Aug-22

Sanjeevan Engineering and Technological Institute , Panhala

1	Sandeep Kailash Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
2	Swati Bandopant Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
3	Shweta Sanjay Mole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
4	Prajakta Sanjay Saswade	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
5	Neha Dilip Kulkarni	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
6	Pranali Laxman Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
7	Renu Rahul Bhole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
8	Tejas Shamrao Patil	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
9	Kailash Landge	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
10	Sadesh Ahere	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
11	Umesh Suresh Ghurke	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

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JAIN  
SANJEEVAN  
ENGINEERING &

**TATA AUTOCOMP SYSTEMS LIMITED**  
INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad, Pune - 411 019.

Tel : 91 20 6613 4874 website : www.tataautocomp.com - CIN : U34100MH1995PLC093733

Vishal Surendra Prajapati Registered Office TACO House Dande Path Off Law College Road Pune 411 004 India 1.44

13	Suhas Kuber Munde	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
14	Prathamesh Tanaji Sawarde	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
15	Omkar Vijay Folake	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
16	Prem Dhodiram Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
17	Shivam Arun Sutar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
18	Niranjan Shrikant Sutar	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
19	Aditya Anil bhuyekar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
20	Devraj Bharat Dalvi	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
21	Tejas Patil	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	2.1
22	Kamlesh Sankpal	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
23	Vaibhai Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
24	Netra Gaikwad	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
25	Sagar Jadhav	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
26	Shubham Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
27	Pranai Shinde	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

**TATA AUTOCOMP SYSTEMS LIMITED**  
INTERIORS AND PLASTICS DIVISION

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SANJEEV NATVAR JAIN  
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ENGINEERING &

Plot No.31, D-II Block, MIDC, Chinchwad East, Pune 411 019.

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Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 India





**PIONEER CAD & DESIGN  
SOLUTIONS PVT. LTD.**

Reference No: PCDS/OL/651  
Date: 25<sup>th</sup> May 2023

### **LETTER OF OFFER**

To,  
**Mr. Vaibhav Patil**  
S/O: Uttam Sarjerao Patil,  
Rakshi, Panhala, Kolhapur,  
Mahashtra-416201

Dear Vaibhav,

**Congratulation...!!!!**

We are pleased to offer you an Employment with **Pioneer CAD & Design Solutions Pvt. Ltd.** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Design Engineer**.
2. Your date of commencement of Employment will be on or before **29<sup>th</sup> May 2023**.
3. You will be entitled to receive compensation and benefits as given below
  - Payment - CTC 3, 60,000/- PA. As per the enclosed Annexure.
4. Your employment would be subject to the Terms & Conditions, mentioned in your Appointment Letter, which will be issued to you on after your joining
5. You will be on Probation for the period of One Month from the Date of joining.
6. The Insurance will be applicable after one month of joining as process requires 20 to 30 Days.
7. Please Submit the below listed documents in the Hard copy and soft copy for further process.
  - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
  - b) Original Academic Certificates (all from 10th to Highest)
  - c) Original Resignation Letter with acknowledgement
  - d) Relieving letter from previous employer (Original)
  - e) Proof of compensation (Salary Slips) last drawn (3 Months - Original)
  - f) Two passport size photographs (Recent)
  - g) Address proof - Permanent and Current
  - h) Pan Card and Aadhar Card

Avani Bizworld, Office No.7.  
Behind Kundan Hyundai Showroom,  
36, 1, Premsadan Housing Society,  
Ajantha Nagar, Pimpri-Chinchwad,

Phone - 8177839297  
Mobile - 9823229297  
Email - info@pioneerCADsolution.com

Signature  
SANJEEV  
NATVAR JAIN



**PIONEER CAD & DESIGN  
SOLUTIONS PVT. LTD.**

We welcome you to Pioneer CAD & Design Solutions Pvt. Ltd. We look forward to a long mutually rewarding association.

We look forward to having you on board.

Yours Faithfully,



Authorized Signature

**Mr. Shivanand Kalasannavar**  
Director

**Accept Job Offer**

By signing and dating this letter below, I Mr. Vaibhav Patil accept this job offer of Design Engineer by Pioneer CAD & Design Solutions Pvt. Ltd. I shall join with effect from 29<sup>th</sup> May 2023.

Signature

Date: -

Signature Not Verified  
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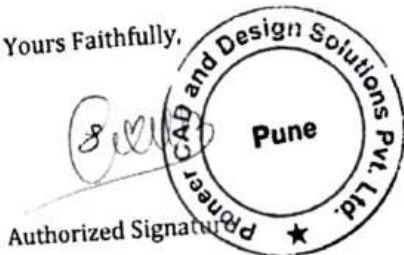
**PIONEER CAD & DESIGN  
SOLUTIONS PVT. LTD.**

**Salary Annexure**

**Salary Components Breakdown applicable from Date of 29<sup>th</sup> May 2023.**

<b>Employee Name</b>		<b>Mr. Valbhav Patil</b>
<b>Designation</b>		<b>Design Engineer</b>
<b>Employee Code</b>		<b>PCDS-VP651</b>
<b>Gross Pay Components</b>		<b>Amount</b>
Basic Salary & D. A		15000
Housing Rent Allowance		3000
Incentives		2250
Statutory Bonus		1250
Conveyance Allowance		2250
Onsite Food Allowance		2250
Other Allowance		1750
<b>A Gross Pay</b>		<b>27750</b>
Less: - PF (Employee Contribution)		1800
Less: - ESIC (Employee Contribution)		0
Less: - Professional Tax (Only Feb Month 300)		200
Total Employee Deduction		<b>2000</b>
<b>B Net Pay (In Hand Salary)</b>		<b>25750</b>
PF (Employer's Contribution)		1950
ESIC (Employer's Contribution)		0
Benefits Medical Insurance		300
<b>C Total Employer Deduction</b>		<b>2250</b>
<b>Cost to Company (A + C)</b>		<b>30000</b>
<b>Annual CTC</b>		<b>360000</b>

Yours Faithfully,



Authorized Signature

Avani Bizworld, Office No.7.  
Behind Kundan Hyundai Showroom,  
36, 1, Premsadan Housing Society,  
Ajantha Nagar, Pimpri-Chinchwad,

Phone - 8177839297  
Mobile - 9823229297  
Email - info@pioneerCADsolution.com

Signature Not Veri  
SANJEEV  
NATVAR JAIN  
ENGINEER



## Regarding Offer Letter

4 messages

**TPO SETI** <tpo@seti.edu.in>  
To: Maruti.raut@tataautocomp.com

Sat, Apr 27, 2024 at 12:07 PM

Respected sir

In the month Aug 2022 14, your team had a Campus interview and 27 students joined, the offer letter that was distributed was not received by us, just for record-keeping, its very urgent, we need the offer letter for the recording keeping , Kindly check the attachment

Thanks & Best Regards,

Dr. Ajay Krishna Maske

Director – Corporate Communication

Sanjeevan Engineering and Technology Institute  
Sanjeevan Knowledge City, Somwar Peth-Injole, Panhala  
Tal. Panhala, Dist: Kolhapur, Maharashtra-416201

**Mobile: +91 8855090550/9960045285**

**E-mail: [tpo@seti.edu.in](mailto:tpo@seti.edu.in)**

[ajay.magnus@gmail.com](mailto:ajay.magnus@gmail.com)

### 3 attachments



WhatsApp Image 2024-04-27 at 12.06.07 PM.jpeg  
80K



WhatsApp Image 2024-04-27 at 12.06.06 PM.jpeg  
98K



New Microsoft Excel Worksheet.xlsx  
15K

**Maruti Raut (TACO-IPD)** <Maruti.Raut@tataautocomp.com>  
To: TPO SETI <tpo@seti.edu.in>

Sat, Apr 27, 2024 at 4:44 PM

Sir,

tomorrow morning i will revert you, Our Plant running.

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

Regards,  
Maruti Raut

---

**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Saturday, April 27, 2024 12:07 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Regarding Offer Letter

[Quoted text hidden]

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---

**TPO SETI** <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
To: "Maruti Raut (TACO-IPD)" <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>

Mon, Apr 29, 2024 at 1:24 PM

Respected sir

Waiting for your reply

[Quoted text hidden]

---

**Maruti Raut (TACO-IPD)** <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
To: TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>

Mon, Apr 29, 2024 at 3:32 PM


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**From:** TPO SETI <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
**Sent:** Monday, April 29, 2024 1:24 PM  
**To:** Maruti Raut (TACO-IPD) <[Maruti.Raut@tataautocomp.com](mailto:Maruti.Raut@tataautocomp.com)>  
**Subject:** Re: Regarding Offer Letter

[Quoted text hidden]

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**2 attachments**

 **4186\_001.pdf**  
81K

 **4185\_001.pdf**  
77K

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

We are selected following candidates for one year as Apprantice Basis.

14-Aug-22

Sanjeevan Engineering and Technological Institute , Panhala

1	Sandeep Kailash Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
2	Swati Bandopant Jadhav	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
3	Shweta Sanjay Mole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
4	Prajakta Sanjay Saswade	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
5	Neha Dilip Kulkarni	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
6	Pranali Laxman Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
7	Renu Rahul Bhole	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
8	Tejas Shamrao Patil	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
9	Kailash Landge	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
10	Sadesh Ahere	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
11	Umesh Suresh Ghurke	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

Signature Not Verified

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

**TATA AUTOCOMP SYSTEMS LIMITED**  
INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad, Pune - 411 019.

Tel : 91 20 6613 4874 website : www.tataautocomp.com - CIN : U34100MH1995PLC093733

Vishal Surendra Prajapati Registered Office TACO House Dande Path Off Law College Road Pune 411 004 India 1.44





13	Suhas Kuber Munde	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
14	Prathamesh Tanaji Sawarde	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
15	Omkar Vijay Folake	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
16	Prem Dhodiram Kamble	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
17	Shivam Arun Sutar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
18	Niranjan Shrikant Sutar	Electrical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	1.44
19	Aditya Anil bhuyekar	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
20	Devraj Bharat Dalvi	Electrical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
21	Tejas Patil	Mechanical	2023	Tata Autocomp Systems Ltd ( Dadaso Patil- HR - 8767914551)	2.1
22	Kamlesh Sankpal	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
23	Vaibhai Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
24	Netra Gaikwad	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
25	Sagar Jadhav	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
26	Shubham Patil	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44
27	Pranai Shinde	Mechanical	2023	Tata Autocomp Systems Ltd, ( Dadaso Patil- HR - 8767914551)	1.44

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 NATVAR JAIN  
 Digitally Signed By  
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 SANJEEV NATVAR JAIN  
 Digitally Signed By  
 SANJEEV NATVAR JAIN



# Exotech Plastics Private Limited

Formerly known as exotech zohini Industries Pvt. Ltd

09<sup>th</sup> May 2023

To,

Mr. Abhijeet Rajendra Khaire,

Dept. of Mechanical Engg., TKIET, Warananagar

**Subject: Letter of Appointment – Technician (B.Tech.-Mechanical) Apprentice Trainee**

Dear Mr. Abhijeet Rajendra Khaire,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech- Mechanical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **May 15, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/-** (Eighteen Thousands only) per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the availability of the suitable vacancy, you may be absorbed in the services of the company on mutually agreed terms and conditions.

However, if your performance is not found satisfactory during the above period of one year, as also if there is no vacancy, the Company will not have any obligation to absorb you in its services and your training period shall stand terminated without any further notice and/or compensation.

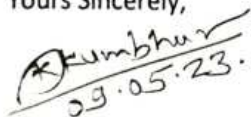
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zonini Industries Pvt. Ltd

64

09<sup>th</sup> May 2023

To,

Mr. Pranav Surendra Bhurke,

Dept. of Technology, Shivaji University, Kolhapur

**Subject: Letter of Appointment – Technician (B.Tech.-Mechanical) Apprentice Trainee**

Dear Mr. Pranav Surendra Bhurke,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Mechanical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
2. You will be paid stipend of **Rs. 18000/-** (Eighteen Thousands only) per month during the period of your training.
3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
5. On successful completion of your training and depending on the **availability of the suitable vacancy**, you may be absorbed in the services of the company on **mutually agreed terms and conditions**.

However, if your performance is not found satisfactory during the **above period of one year**, as also if there is no vacancy, the Company will not have any **obligation to absorb you** in its services and your training period shall stand terminated without any further notice and/or compensation.

6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

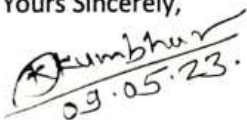


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In-house magazine.
8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation of one or more terms of this letter, you will be liable for suspension without pay during the pendency of the enquiry and / or termination of employment or dismissal from training.
9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961 (Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as exotech zaini industries Pvt. Ltd.

65

09<sup>th</sup> May 2023

To,

Mr. Siddhesh Chandrakant Salokhe,

Dept. of Mechanical, SETI, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Mechanical) Apprentice Trainee**

Dear Mr. Siddhesh Chandrakant Salokhe,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Mechanical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

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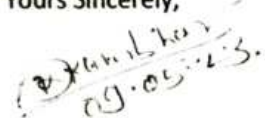
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10. You shall be governed by the Rules and Regulations prescribed under the Apprentice Act – 1961.(Amended 1973 and 1986).

The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

Signature  
SANJEEV  
NATVAR JAIN





09<sup>th</sup> May 2023

To,

Mr. Nikhil Chougule,

Dept. of Mechanical Engg., SETI, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Mechanical) Apprentice Trainee**

Dear Mr. Nikhil Chougule,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech- Mechanical) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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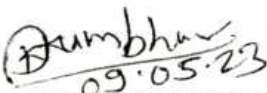


7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other publication, whether for remuneration or otherwise, except Company's In house magazine.
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Thanking you.

Yours Sincerely,

  
09.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

Signature Not  
SANJEEV  
NATVAR JAIN



# Exotech Plastics Private Limited

Formerly known as exotech zaini industries Pvt. Ltd. 67

09<sup>th</sup> May 2023

To,

Mr. Sourabh Vishnu Karande,

Dept. of Automobile Engg., SETI, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Automobile) Apprentice Trainee**

Dear Mr. Sourabh Vishnu Karande,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech-Automobile) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **May 15, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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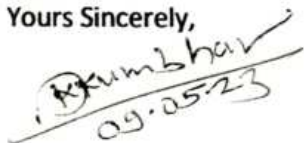
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The duplicate copy of this letter may please be signed by you and returned to us in token of your acceptance of this letter.

Thanking you.

Yours Sincerely,

  
04.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN





# Exotech Plastics Private Limited

Formerly known as exotech zonini industries Pvt. Ltd.

68

09<sup>th</sup> May 2023

To,

Mr. Akshay Ramdas Kadam,

Dept. of Mechanical, SETI, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Automobile) Apprentice Trainee**

Dear Mr. Akshay Ramdas Kadam,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech- Automobile) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

1. You shall be on training for a period of **One Year**, commencing from **May 15, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at **Ranjangaon, Pune**.
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Thanking you.

Yours Sincerely,

*Dipak Kumbhar*  
09.06.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



# Exotech Plastics Private Limited

Formerly known as: exotech zonini industries Pvt. Ltd.

09<sup>th</sup> May 2023

To,

Mr. Pradip Namdev Parit,

Dept. of Automobile, SETI, Panhala

**Subject: Letter of Appointment – Technician (B.Tech.-Automobile) Apprentice Trainee**

Dear Mr. Pradip Namdev Parit,

We are pleased to inform you that you have been selected to undergo training as **Technician (B.Tech- Automobile) Apprentice Trainee** under the Apprentices Act (Amended 1973 and 1986) at our Manufacturing plant located at Ranjangaon, Pune on the following terms and conditions:

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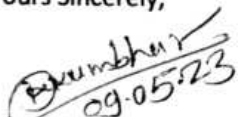
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Thanking you.

Yours Sincerely,

  
09-05-23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN

Apr 20, 2023

## Internship Based Hiring Program Selection Letter

Dear ALFIZA MULLANI,

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:

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](mailto: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,  
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 &amp; 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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 SANJEEV  
 NATVAR JAIN  
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 SANJEEV NATVAR  
 JAIN,  
 P-SANJEEVAN  
 ENGINEERING &

Apr 20, 2023

## Internship Based Hiring Program Selection Letter

Dear Viraj Dinkar 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:

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](mailto: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		
Designation		
Location		
Component	Monthly	Annual
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TOTAL CTC	29,168	3,50,000
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**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Mr. Pradhumn Harikishor Mali  
A/P herle tal- hatkanagle dist-Kolhapur 416005

**LETTER OF APPOINTMENT**

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

**1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE**

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**) to the Employee and only consequent to the issue of the Confirmation Letter shall the

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NATVAR JAIN  
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Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee understands that the Policies are subject to review and may be modified periodically and all

such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:

2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and

2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.

- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:

2.2.1 A discretionary bonus based on the achievement of specific objectives;

2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and

2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.

- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.

- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.

- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources

department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or



suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## **8. NON-COMPETE AND NON-SOLICITATION**

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## **9. INTELLECTUAL PROPERTY**

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or

authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.

- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)





**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : A/P herle tal- hatkanagle dist-Kolhapur 416005

Email : [pradhumnmali7383@gmail.com](mailto:pradhumnmali7383@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.



**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

**16. RETIREMENT**

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

**17. MISCELLANEOUS**

16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.

16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.

16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.

16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.

16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.

16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations

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**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited

Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Pradhumn Harikishor Mali

Date:

Place:

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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>





## iValue Infosolutions Private Limited

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CIN: U72200KA2008PTC045995

### Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

### Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.

Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

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Apr 20, 2023

## Internship Based Hiring Program Selection Letter

Dear hrithivik Maruti 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:

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 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](mailto: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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<https://thecareerlabs.com> | [support@thecareerlabs.com](mailto:support@thecareerlabs.com) | [www.linkedin.com/company/thecareerlabs](https://www.linkedin.com/company/thecareerlabs)

**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 &amp; 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>		

**iValue Infosolutions Private Limited**

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CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Mr. Sushant Shantanu More  
A/P: Palus (Gondilwadi), Gondilwadi Road,  
Tal: Palus, Dist.: Sangli, Maharashtra 416310

### LETTER OF APPOINTMENT

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

#### 1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE

1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.

1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).

1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**), to

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the Employee and only consequent to the issue of the Confirmation Letter shall the Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee

understands that the Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:
- 2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and
- 2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.
- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:
- 2.2.1 A discretionary bonus based on the achievement of specific objectives;
- 2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and
- 2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.
- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.
- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.

- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.



- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term "**Competing Service**" is defined as "any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed

by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee's willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;

- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.
- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee’s existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the “**Notice Period**”) to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether

such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)



B. In the case of notices to the Employee:

Address : A/P: Palus (Gondilwadi), Gondilwadi Road,  
Tal: Palus, Dist.: Sangli, Maharashtra 416310

Email : [sushant.s.more894@gmail.com](mailto:sushant.s.more894@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

## 16. RETIREMENT

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

## 17. MISCELLANEOUS

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The



**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited



Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Sushant Shantanu More

Date:

Place:

Signature Not Verified  
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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>



## Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

## Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.



Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
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CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Mr. Akshaykumar kakaso Bhore  
A/P Narande, Tal. Hatkangale, Dist.  
Kolhapur. 416119

**LETTER OF APPOINTMENT**

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

**1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE**

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**) to the Employee and only consequent to the issue of the Confirmation Letter shall the

Signature Not Verified  
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NATVAR JAIN  
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SANJEEV NATVAR  
JAIN  
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Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee understands that the Policies are subject to review and may be modified periodically and all

such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:

2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and

2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.

- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:

2.2.1 A discretionary bonus based on the achievement of specific objectives;

2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and

2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.

- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.

- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.

- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources



department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or

suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or

authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.



- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)

**iValue Infosolutions Private Limited**

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CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : A/P Narande, Tal. Hatkangale, Dist. Kolhapur. 416119

Email : [akshaybhore09@mail.com](mailto:akshaybhore09@mail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

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Signature Not Verified  
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## 16. RETIREMENT

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

## 17. MISCELLANEOUS

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- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
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- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations



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contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited

Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Akshaykumar kakaso Bhore

Date:

Place:

Signature Not Verified  
SANJEEV  
NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
JAIN  
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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>

## Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

## Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.



Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

Apr 20, 2023

## Internship Based Hiring Program Selection Letter

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 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:

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](mailto: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		
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 &amp; 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>		

**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Mr. Shubham Giridhar Raykar  
1303A/B Ward Mirajkar Tikthi  
Mangalwar peth Kolhapur 416012

### LETTER OF APPOINTMENT

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

#### 1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**), to

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

the Employee and only consequent to the issue of the Confirmation Letter shall the Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee

understands that the Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:

2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and

2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.

- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:

2.2.1 A discretionary bonus based on the achievement of specific objectives;

2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and

2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.

- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.

- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.



- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.

- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term "**Competing Service**" is defined as "any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed

by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee's willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;



- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.
- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee’s existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the “**Notice Period**”) to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether

such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)

**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : 1303A/B Ward Mirajkar Tikthi Mangalwar peth  
Kolhapur 416012

Email : [shuubhamrayykar199@gmail.com](mailto:shuubhamrayykar199@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

Signature Not Verified  
SANJEEV  
NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
JAIN  
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**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
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Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

**16. RETIREMENT**

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

**17. MISCELLANEOUS**

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive

Signature Not Verified  
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**iValue Infosolutions Private Limited**

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HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited



Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Shubham Giridhar Raykar

Date:

Place:

Signature Not Verified  
SANJEEV  
NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
JAIN  
O-SANJEEVAN  
ENGINEERING &  
12

## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>

**Compensation Terms and Conditions.**

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

**Acknowledgement**

I have read, understood and accepted compensation terms and conditions herein.



Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

Apr 20, 2023

## 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 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:

- 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](mailto: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		
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 &amp; 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 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 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:

- 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](mailto: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		
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 &amp; 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 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](mailto: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		
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 &amp; 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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81

Apr 20, 2023

## Internship Based Hiring Program Selection Letter

Dear Omkar Marwadi,

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 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](mailto: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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<https://thecareerlabs.com> | [support@thecareerlabs.com](mailto:support@thecareerlabs.com) | [www.linkedin.com/company/thecareerlabs](https://www.linkedin.com/company/thecareerlabs)

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



## Internship Based Hiring Program Selection Letter

44  
81  
Apr 20, 2023

Signature valid  
SANJEEV NATVAR JAIN  
D-SANJEEV NATVAR JAIN  
ENGINEERING & TECHNOLOGY

Dear Omkar Marwadi,

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 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:

- 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](mailto: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,



Apr 20, 2023

## 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 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:

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](mailto: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		
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 &amp; 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 Adesh Vijaykumar 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:

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 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](mailto: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		
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 &amp; 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 shivam santosh rajmane,

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:

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](mailto: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		
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 &amp; 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 Pratik 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:

- 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 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](mailto: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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<https://thecareerlabs.com> | [support@thecareerlabs.com](mailto:support@thecareerlabs.com) | [www.linkedin.com/company/thecareerlabs](https://www.linkedin.com/company/thecareerlabs)

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 &amp; 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 Kalyani Hulle,

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:

- 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 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](mailto: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		
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 &amp; 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 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](mailto: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		
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 &amp; 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](mailto: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		
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 &amp; 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](mailto: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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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 &amp; 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 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](mailto: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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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
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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](mailto: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		
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 &amp; 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>		

**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Ms. Kashmira Miraso Naykawadi  
A/P. Kapashi, Tal. Shahuwadi, Dist.  
Kolhapur 416214

### LETTER OF APPOINTMENT

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

#### 1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**), to

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the Employee and only consequent to the issue of the Confirmation Letter shall the Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee

understands that the Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:
- 2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and
- 2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.
- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:
- 2.2.1 A discretionary bonus based on the achievement of specific objectives;
- 2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and
- 2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.
- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.
- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.

- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any



time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf

of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.

- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)





**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : A/P. Kapashi, Tal. Shahuwadi, Dist. Kolhapur 416214

Email : [naykawadikashmira@gmail.com](mailto:naykawadikashmira@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

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## 16. RETIREMENT

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

## 17. MISCELLANEOUS

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits



**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

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CIN: U72200KA2008PTC045995

under this Agreement are sufficient consideration for the covenants and other obligations contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited

---

Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

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Name: Kashmira Miraso Naykawadi  
Date:  
Place:

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# iValue Infosolutions Private Limited

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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>

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## Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

## Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.



Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

**iValue Infosolutions Private Limited**

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CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Ms. Aishwarya Shankar Patil  
A/P Khochi Tal. Hatkanangale, Dist.  
Kolhapur (Maharashtra)-4161103

### LETTER OF APPOINTMENT

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

#### 1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**), to

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the Employee and only consequent to the issue of the Confirmation Letter shall the Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee

understands that the Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:
- 2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and
- 2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.
- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:
- 2.2.1 A discretionary bonus based on the achievement of specific objectives;
- 2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and
- 2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.
- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.
- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.



- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any

time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term "**Competing Service**" is defined as "any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf

of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.



- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)



**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : A/P Khochi Tal. Hatkanangale, Dist. Kolhapur  
(Maharashtra)-416110

Email : [aishwaryapatil1811@gmail.com](mailto:aishwaryapatil1811@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

Signature Not Verified  
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NATVAR JAIN  
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SANJEEV NATVAR  
JAIN  
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## 16. RETIREMENT

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

## 17. MISCELLANEOUS

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The





**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
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[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited



Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Aishwarya Shankar Patil

Date:

Place:

Signature Not Verified  
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NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
JAIN  
O-SANJEEVAN  
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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>



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CIN: U72200KA2008PTC045995

### Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

### Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.

Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

Signature Not Verified  
SANJEEV  
NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
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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](mailto: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		
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 &amp; 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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CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Ms. Rutuja Ravsaheb Chougule  
Chougule Mala, A/P. Herle, Tal. Hatkangale,  
Dist. Kolhapur. 416005

## LETTER OF APPOINTMENT

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

### 1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**).

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

the Employee and only consequent to the issue of the Confirmation Letter shall the Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee

understands that the Policies are subject to review and may be modified periodically and all such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:

2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and

2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.

- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:

2.2.1 A discretionary bonus based on the achievement of specific objectives;

2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and

2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.

- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.

- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.



- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any

time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term "**Competing Service**" is defined as "any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf

of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.



- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)

B. In the case of notices to the Employee:

Address : Chougule Mala, A/P. Herle, Tal. Hatkangale, Dist.  
Kolhapur. 416005

Email : [chougulerutuja2001@gmail.com](mailto:chougulerutuja2001@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

## 16. RETIREMENT

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

## 17. MISCELLANEOUS

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations





**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited

Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Rutuja Ravsaheb Chougule

Date:

Place:

Signature Not Verified  
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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>



## iValue Infosolutions Private Limited

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

### Compensation Terms and Conditions.

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

### Acknowledgement

I have read, understood and accepted compensation terms and conditions herein.

Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

Signature Not Verified  
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NATVAR JAIN  
Digitally Signed By  
SANJEEV NATVAR  
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Apr 20, 2023

## 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](mailto: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		
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 &amp; 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](mailto: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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<https://thecareerlabs.com> | [support@thecareerlabs.com](mailto:support@thecareerlabs.com) | [www.linkedin.com/company/thecareerlabs](https://www.linkedin.com/company/thecareerlabs)

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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 &amp; 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](mailto: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		
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)	-	-
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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 &amp; 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>		

# Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SOURABH D.

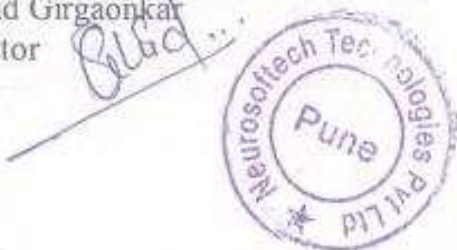
I am pleased to inform your acceptance of a Trainee position as Web Developer Trainee in computer systems design industry at Monthly wage of **9000**. Your first day of joining will be in addition to your duties outlined in the interview, you will report to your supervisor Shahid Girgaonkar.

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: - RUSHIKESH D.

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







**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

DATE: 01/03/2024

Ms. Aarati Sunil Gaikwad  
Warananagar, Panhala, Kolhapur. 416113

**LETTER OF APPOINTMENT**

With further reference to your application and subsequent interview with iValue Infosolutions Private Limited (hereinafter referred to as the “Company”), we are pleased to appoint you (hereinafter referred to as the “Employee”) **“Technical Trainee”** in our organization. Your conditions of employment are as follows:

**1. APPOINTMENT, DUTIES AND OBLIGATIONS OF THE EMPLOYEE**

- 1.1 The Company hereby employs the Employee in and with the position and title of **“Technical Trainee”** with the Company (the **“Employment”**). Such position and title information are merely descriptive and not intended to limit the duties or functions of the Employee or guarantee the Employee a certain job. The duties and functions of the Employee may be modified at the discretion of the Company from time to time. In particular, the Employee understands that, subject to applicable law for the time being in force, in the event the Company is unable to operate in optimum efficiency during a Force Majeure event, the terms and conditions of the Employment may be modified or terminated at the discretion of the Company and the Company shall not be deemed to be in breach of its obligations towards the Employee and/or liable to the Employee in relation thereto except to the extent provided herein. For purposes of this Agreement, **“Force Majeure”** shall mean a circumstance beyond the reasonable control of the Company, including, without limitation, an act of God, war, riot, terrorism, civil commotion or insurrection, pandemic, fire, flood, storm or embargo. The Employee hereby accepts the Employment, to the exclusion of all other employments and engagements, on the terms, conditions and stipulations contained herein.
- 1.2 Employment shall commence from **01<sup>st</sup> March 2024** (the **“Commencement Date”**). This Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the **“Term”**).
- 1.3 The Employee shall be under probation for a period of 6 (Six) months from the Commencement Date (**“Probation Period”**) during which period the Employee’s performance shall be monitored closely. At the end of the Probation Period, the Company shall appraise the performance of the Employee after which a decision shall be taken regarding confirmation of service of the Employee. In the event the Employment is confirmed, the Company shall issue a letter of confirmation (the **“Confirmation Letter”**) to the Employee and only consequent to the issue of the Confirmation Letter shall the

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Digitally Signed By  
SANJEEV NATVAR  
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Employee be included in the permanent rolls of the Company. In case no Confirmation Letter is issued to the Employee upon the lapse of the Probation Period, the Employee's Employment with the Company shall stand terminated without further notice. Provided that either the Employee or the Company may terminate the Employment with the company at any time during the Probation Period by providing a written notice of 30 (Thirty) days.

- 1.4 The Employee shall devote his / her full working time and ability to the business of the Company and its affiliates in accordance with the instructions that the Employee receives from the Company and consistent with the duties and responsibilities assigned to the Employee.
- 1.5 During his / her Employment, the Employee shall perform those duties as may from time to time be assigned to him/her and shall carry out any assignments related to the Company, or its affiliates as directed. The Employee shall report to the Company as may be required and shall fully account for all records, data, materials or other property belonging to the Company or its customers of which he/she is given custody. The Company may, from time to time, establish rules and regulations and the Employee shall faithfully observe these in the performance of his/her duties.
- 1.6 The Employee is prohibited from concluding any contracts binding the Company, whether in his / her own name or on behalf of any third party, unless the Employee shall have first secured the written approval of the Company.
- 1.7 The Employee shall periodically forward written reports of his / her activities to the Company and provide any other information as may be requested by the Company.
- 1.8 Publications or speeches by the Employee which concern the activities or interests of the Company must be approved in writing, in advance, by the Company unless they are for the purposes of sales promotion for the Company or are otherwise within the scope of the usual functions of the Employee. Further, the Employee shall not at any time make any statement, observation or opinion, or communicate any information (whether oral or written) that is likely to come to the attention of any client or employee of the Company or any member of the media, which statement is derogatory of or casts in a negative light the Company or its officers, directors and employees or otherwise engage in any activity which is inimical to the interests of the Company.
- 1.9 The Employee agrees that he/she has been given the opportunity to read the terms and conditions of the various policies, procedures and processes of the Company (collectively the "**Policies**") including but not limited to the Code of Business Conduct, Anti-Harassment, Anti Bribery and Anticorruption and other Policies, which he/she has duly acknowledged by affixing his/her signatures therein. The Employee further agrees that he/she will be bound to all the terms and conditions of the Policies. The Employee understands that the Policies are subject to review and may be modified periodically and all

such modified Policies shall be applicable to the Employee.

- 1.10 During the Employment, the Employee may acquire knowledge of (i) information that is relevant to the business of the Company or its affiliates or (ii) knowledge of business opportunities pertaining to the business in which the Company or its affiliates are engaged. The Employee shall promptly disclose to the Company that information or business opportunity but shall not disclose it to anyone else without the Company's prior written consent.

## 2. REMUNERATION

- 2.1 In consideration of the duties, functions and services rendered by the Employee, the Employee shall be paid basic salary and other allowances by the Company as more fully set out in the **Schedule** hereto, subject to:

2.1.1 any ceiling limits that may be prescribed under applicable laws for the time being in force; and

2.1.2 deduction and withholdings of tax or otherwise as the Company may be mandated or required to do so whether by any applicable laws for the time being in force, regulations or guidelines or pursuant to any contract to such effect.

- 2.2 Benefits: The following benefits shall not form a condition of the Employment and shall depend on the eligibility of the Employee in accordance with the Policies and as may be determined by the Company:

2.2.1 A discretionary bonus based on the achievement of specific objectives;

2.2.2 Participation in the Company's employee benefit plans of general application, including without limitation, those plans covering medical, disability and life insurance; and

2.2.3 Eligibility for holidays, leave and related benefits as the Company generally provides subject to applicable law for the time being in force.

- 2.3 All information contained in this Article 2 (including all clauses thereto) is strictly confidential, and shall be treated by the Employee accordingly.

- 2.4 The Company shall review the remuneration payable to the Employee periodically and in accordance with the Policies and any corresponding adjustments to the Employee's salary shall be carried out annually. Any increments are discretionary and will be subject to and on the basis of effective performance and utilization during the Term.

- 2.5 The Employee shall provide details of the Employee's savings to the Human Resources

department of the Company to enable the Company to compute tax liability for the current year. In the event details as aforesaid are not provided, the Company shall compute tax liability on the basis of information available with the Company and the Company shall not be responsible in any manner for any loss incurred by the Employee in this regard.

### 3. REPRESENTATIONS BY THE EMPLOYEE

- 3.1 The Employee represents that to the best of his / her knowledge, the Employee has no commitments to former employers or other entities, which would restrict the Employee from joining the Company. The Employee represents and warrants that the Employee has not taken or otherwise misappropriated and does not have in the Employee's possession or control any confidential and proprietary information belonging to any of the Employee's prior employers or connected with or derived from the Employee's services to prior employers. The Employee represents and warrants that Employee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Employment.
- 3.2 The Employee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 3.1.
- 3.3 The Employee represents that the Employee has disclosed all material and relevant information, which may either affect the Employment currently or in the future or may be in conflict with the terms of the Employment, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Employee has suppressed any material or relevant information required to be disclosed by the Employee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Employment without any notice and without any obligation or liability to pay any remuneration or other dues to the Employee irrespective of the period that the Employee may have been employed by the Company.

### 4. PLACE OF WORK

The place of work shall be **Mumbai**. However, the Employee agrees that the Employee may be required to travel extensively outside the place of posting and to other places, both in India and abroad as well as work from home, as part of the Employment. The Employee also expressly agrees that the Company may assign this Agreement to any of the Company's subsidiaries or affiliates, in India or any other location, at the Company's option, according to the Employee's capacities.

## 5. HOLIDAYS AND LEAVE POLICY

- 5.1 The Employee shall be entitled to leaves subject to and in accordance with the policies of the Company from time to time.
- 5.2 For availing leave, the Employee would need to inform the Company in advance. Further, if the Employee proposes to avail leave of more than consecutive 3 (Three) days, the Employee shall require the prior sanction of the Company.
- 5.3 The Employee shall be bound by the leave policy of the Company as amended from time to time.

## 6. PERFORMANCE REVIEW

The Company shall review the performance of the Employee on periodic basis (monthly and/or quarterly and/or annually), in accordance with the Policies.

## 7. CONFIDENTIALITY

- 7.1 The Employee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“**Confidential Information**”) during the Employment and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- 7.2 Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- 7.3 The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The employee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or



suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.

- 7.4 Upon expiry or sooner termination of his / her Employment, the Employee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- 7.5 The Employee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.

## 8. NON-COMPETE AND NON-SOLICITATION

- 8.1 The Employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Employment. Further, the Employee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Term and for a period of 2 (Two) years thereafter. The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Term: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Employee agreeing to remain in the employment of the Company during the Term. The Employee understand that engaging in a Competing Service during the Term and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- 8.2 The Employee further agrees that he / she shall not, directly or indirectly, at any time during the Term and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

## 9. INTELLECTUAL PROPERTY

- 9.1 The Employee agrees and assures the Company that during the Term, the Employee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Employment with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or

authored by him / her (hereinafter referred to as “**Intellectual Property**”). Such Intellectual Property shall constitute the absolute property of the Company and the Employee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Term and/or after expiry or sooner termination of the Term. The Employee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

- 9.2 All such Intellectual Property shall be deemed to be “**works made for hire**” under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right, *inter alia*, to use, modify or adapt the Intellectual Property that the Employee has developed during the course of his / her Employment.

## 10. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Employee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be the following:

- (a) If a breach as set out in Clause 3.3 has been committed by the Employee;
- (b) an act of dishonesty or fraud by the Employee;
- (c) the Employee personally engaging in misconduct which causes material harm to the reputation of the Company;
- (d) the Employee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company’s interests;
- (e) the Employee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- (f) the Employee’s willful and continued failure to substantially perform the duties and obligations of the Employment;
- (g) the Employee’s irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- (h) under performance by the Employee. The parameters for determining “under performance” shall be as defined by the Company and informed to the Employee, from time to time.

- (i) the Employee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- (j) the Employee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Employment or causes material harm to the reputation of the Company; and/or
- (k) the Employee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

## 11. TERMINATION

- 11.1 The Employee shall hold office during the Term, subject to earlier termination as provided herein.
- 11.2 The Employment shall be terminated upon the death of the Employee.
- 11.3 The Employment may be terminated in accordance with Clause 1.1.
- 11.4 The Employment may be terminated in accordance with Article 10.
- 11.5 If the Employee becomes incapacitated, both the Company and the Employee may terminate this Agreement by giving prior written notice of at least 1 (One) month
- 11.6 The Employment is terminable by the Employee by providing 3 (Three) months prior written notice to the Company. Notwithstanding the foregoing, termination by the Employee shall be subject to the satisfactory completion of all the Employee's existing assignments, duties and obligations.
- 11.7 The Employment is terminable by the Company by providing 1 (One) month prior written notice (the "**Notice Period**") to the Employee. If the Employment is terminated by the Company, salary in lieu of the Notice Period may be given by the Company. In the event of termination in accordance with Article 10, the Employment may be terminated with immediate effect without the requirement of any Notice Period or salary in lieu thereof.
- 11.8 It is hereby agreed between the Company and the Employee that the Employee shall not be entitled to claim any compensation in the event his / her services are terminated, whether such termination is with or without cause, except to the extent provided herein.

## 12. EFFECT OF TERMINATION

- 12.1 Upon termination of this Agreement, the obligations of the Company under this Agreement shall terminate, except for the obligation to pay to the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) any salary earned and accrued through the date of termination, to the extent unpaid as on the date of termination, and any payments under employee benefit plans required to be provided by the Company to the Employee pursuant to applicable law for the time being in force. Neither the Employee nor the Employee's beneficiary or estate shall be entitled to any other salary, compensation, benefit or severance payments from the Company thereafter, and the Company shall be entitled to set-off or deduct any amounts due from the Employee to the Company prior to making such payments in accordance with applicable law for the time being in force.
- 12.2 Upon the termination of this Agreement or upon the Company's request at any time, the Employee (or the Employee's beneficiary or estate if termination of this Agreement occurs pursuant to Clause 11.2) shall promptly deliver to the Company all Company property including any office equipment (including computers), confidential information or other materials (written or otherwise), copies, excerpts, summaries, compilations, records, or documents made by the Employee or that came into the Employee's possession during his / her Employment. The Employee agrees that he / she shall not, without the Company's consent, retain copies, excerpts, summaries, or compilations of the foregoing information and materials.
- 12.3 The termination of this Agreement shall not relieve the Company and the Employee of any obligation or liability accrued prior to the date of termination.

## 13. NOTICE

- 13.1 Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

A. In the case of notices to the Company:

Address : No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka

Email : [hr@ivalue.co.in](mailto:hr@ivalue.co.in)



**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

B. In the case of notices to the Employee:

Address : Warananagar, Panhala, Kolhapur. 416113

Email : [aartigaikwad1312@gmail.com](mailto:aartigaikwad1312@gmail.com)

13.2 All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.

13.3 Either the Company or the Employee may, by notice in writing to the other party, change its/his/her postal or electronic mail address in the manner aforesaid.

#### 14. REMEDIES

14.1 Without limiting the remedies available to the Company, the Employee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.

14.2 The Employee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.

14.3 All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

#### 15. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Company and the Employee and, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

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**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
HSR Layout, Bangalore 560102, Karnataka  
Tel: +91 8065329944/66

[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

**16. RETIREMENT**

The Employee will automatically retire on attaining the age of 60 (sixty) years. The Employee be retired earlier if found medically unfit.

**17. MISCELLANEOUS**

- 16.1 At any time after the date hereof, the Employee shall not do anything that might prejudice carrying on of the business of the Company.
- 16.2 Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Employee.
- 16.3 If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- 16.4 The Employee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- 16.5 If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- 16.6 This Agreement and the Policies contains the entire agreement of the Company and the Employee with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Company and the Employee.
- 16.7 The Employee agrees that the provisions of this Agreement are reasonable in view of the nature of the Company's business, the large amounts to be spent on his / her intensive training and the high degree of sensitivity of the Employee's post with the Company. The Employee also agrees that his / her Employment by the Company and salary and benefits under this Agreement are sufficient consideration for the covenants and other obligations

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NATVAR JAIN  
Digitally Signed By  
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**iValue Infosolutions Private Limited**

No. 903/1/1, 19<sup>th</sup> Main Road, 4<sup>th</sup> Sector,  
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[www.ivaluegroup.com](http://www.ivaluegroup.com) | [info@ivalue.co.in](mailto:info@ivalue.co.in)

CIN: U72200KA2008PTC045995

contained in this Agreement.

16.8 The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.

Please sign and return the duplicate copy of this Letter of Appointment as a token of your acceptance of the above terms and conditions of employment. Kindly ensure that you also initial each page and any attachment hereto.

We welcome you to our iValue family and look forward to many years fruitful association.

With Best Regards,

For iValue Infosolutions Private Limited

Name: Resmi Manjit Kumar

Designation: Sr. Manager People Function

Acknowledgement:

I have read, understood and accepted the employment on the above terms and conditions. I have signed without any undue influence, pressure, coercion from any side.

Employee:

Name: Aarati Sunil Gaikwad

Date:

Place:

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## SCHEDULE

### Details of Remuneration- CTC break-up

Compensation Detail (INR)		
Salary Components	Per Month	Per Annum
Basic + DA	15,000	180000
Statutory Bonus	1,250	15000
House Rent Allowance	7,500	90000
Conveyance Allowance	1,600	19200
Medical Reimbursement	1,250	15000
Leave Travel Allowances	400	4800
iValue Benefit Plan	0	0
Personal Pay	0	0
<b>Gross Salary</b>	<b>27,000</b>	<b>3,24,000</b>
<b>Total Deduction( B)</b>	<b>2,008</b>	<b>24096</b>
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
<b>Total - Take home (A-B) (Per Month)</b>	<b>24,992</b>	<b>2,99,904</b>
<b>Other Benefits(Employer Contribution)(D)</b>	<b>3,371</b>	<b>40,452</b>
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
<b>Fixed Cost to the Company (A+C+D)</b>	<b>30,371</b>	<b>3,64,452</b>



**Compensation Terms and Conditions.**

I) Performance Linked Incentive: Evaluated monthly and Quarterly; Payment will be made quarterly based on the achievements against set targets.

II) Employee who is not part of the organization at the time of disbursement of incentives, will not be eligible for performance linked incentives. Any exceptions will be solely at the discretion of CEO and management.

III) Incentive policy will change from time to time based on the discretion of Management. Policy will remain same until and unless it is notified and communicated.

IV) Food coupon benefit is optional for employees, so employees Interested in Food Coupon needs to declare voluntarily on the joining month. An amount of Rs. 2300/ will be deducted for Food Coupon from their salary.

V) CTC Break up will change from time to time based on the discretion of company, Statutory and compliance guidelines.

Note: Remuneration package of every individual is confidential. We strongly Recommend you not to discuss/disclose this to anybody in the company.

**Acknowledgement**

I have read, understood and accepted compensation terms and conditions herein.



Employee Signature: \_\_\_\_\_

\_\_\_\_\_  
Name: Resmi Manjit Kumar  
Designation: Sr. Manager People Function

## Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PAWAN HARDHAR ,

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.

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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: - 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.

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**Congratulations .**

Best Regards,  
Neurosoftech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director



*Shahid...*

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# 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.

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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: - PRASHANT 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.

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**Congratulations .**

Best Regards,  
Neurosoftech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director

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## Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SNEHAL MANKAR ,

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*

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# 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



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O-SANJEEVAN  
ENGINEERING &



## 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.

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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 ,

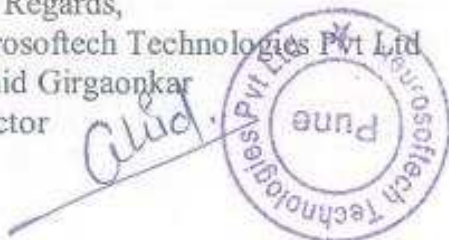
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**Congratulations .**

Best Regards,  
Neurosofttech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director



## Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - 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.

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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: - PRANITA 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,  
Neurosofttech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director





## Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHUBHANGI

SHETAKE ,

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: - RAVINDRA SHETE ,

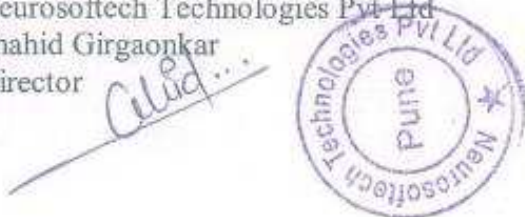
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**Congratulations .**

Best Regards,  
Neurosoftech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director



# Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRATIK 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.

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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: - 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





# Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRAFULL INGOLE ,

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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: - PRAJAKTA SASWADE

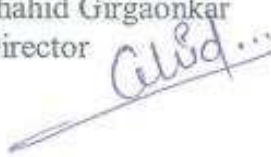
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**Congratulations .**

Best Regards,  
Neurosofttech Technologies Pvt Ltd  
Shahid Girgaonkar  
Director



# Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SHWETA MOLE ,

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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: - 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*





# 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.

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



# 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.

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: 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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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

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

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

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

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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

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## **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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## 1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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

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## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

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

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

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

### **2. Pre requisites for Joining**

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

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### 3. Training Period

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

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

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

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

### 4. Working Hours

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

### 5. Mobility

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

### 6. Compensation Structure / Salary components

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

### 7. Increments and Promotions

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

### 8. Alternative Occupation / Employment

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

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

## 9. Confidentiality Agreement

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

## 10. Service Agreement

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

## 11. Work in SBWS mode

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

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

## 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

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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

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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 Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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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

**TCS Confidential**  
**TCSL/DT20217673457**

**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](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

Signature Not Verified  
SANJEEV  
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SANJEEV NATVAR  
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D-SANJEEVAN  
ENGINEERING &



## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Mukta Sanjay Gurav</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# 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)

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



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> 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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> 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
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> 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	<b>KOLKATA</b> 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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	





## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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



#### 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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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

CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Akash dhanaji ghadage**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Akash,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,  
Yours Sincerely,

Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil

CEO

2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005





## **APPOINTMENT LETTER**

January 29, 2022

Dear Mahesh suryawanshi,

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

### **1. Appointment Details:**

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

### **2. Compensation:**

You will be eligible for:

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

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ENGINEERING &



### 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](https://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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 Digitally Signed By  
 SANJEEV NATVAR JAIN,  
 SANJEEVAN  
 ENGINEERING &

- 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 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent

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O-SANJEEVAN  
ENGINEERING &

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 "UPSI") about the Company. It also involves disclosing or procuring any UPSI 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](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI 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](mailto: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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459

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<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*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:

<b>Year</b>	<b>Bonus</b>
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 benefits availed 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:

**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, and

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conveyance & other miscellaneous expenses.

- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

### **SUMMARY SOCIAL SECURITY & OTHER BENEFITS\***

#### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs. 15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

#### **Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### **Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

#### **Loans:**

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross salary as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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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 :

- 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.
- 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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CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Shubham Mudshingkar**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Shubham,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be INR **1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,

Yours Sincerely,

Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil

CEO

2103/47 E, Rukmini Nagar,

Front Of Datta Mandir,

Kolhapur, Maharashtra 416005







**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.

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**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.

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**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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## **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 / 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 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.

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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 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

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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.

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## 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.

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### Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

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

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## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Akash Pandurang Patil</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> 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	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> 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
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> 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	<b>KOLKATA</b> 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
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



## 2. Associate's Obligations

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

## 3. Intellectual Property Rights

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





#### 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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

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



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](mailto: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**

[Go to Offer Page](#)



**Stay Connected. Stay Updated.**



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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: 2357915**

## **Letter of Intent ("LOI")**

Dear NITIN KENDRE,

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

External  
Placement offer Letters 2021-22

MAYURI PATIL <mayuripatiluttre@gmail.com>

Wed, Jun 15, 4:28 PM (7 days ago)

to me

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

From: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
Date: Tue, Mar 22, 2022, 11:52 AM  
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](mailto: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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# Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

External

Placement offer Letters 2021-22



Shubham Kidgaonkar <shubskidgaonkar1604@gmail.com>, 12:15 PM (1 day ago)

to me

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Fri, 17 Jun, 2022, 9:08 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](mailto: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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**Drafts** 35

Important mails

IT Cell

Placement Offer letters ...

**Placement offer Let...** 1

More

Chat

Spaces

Meet



**Vivek Patil** <vivekmpatil3255@gmail.com>

to me

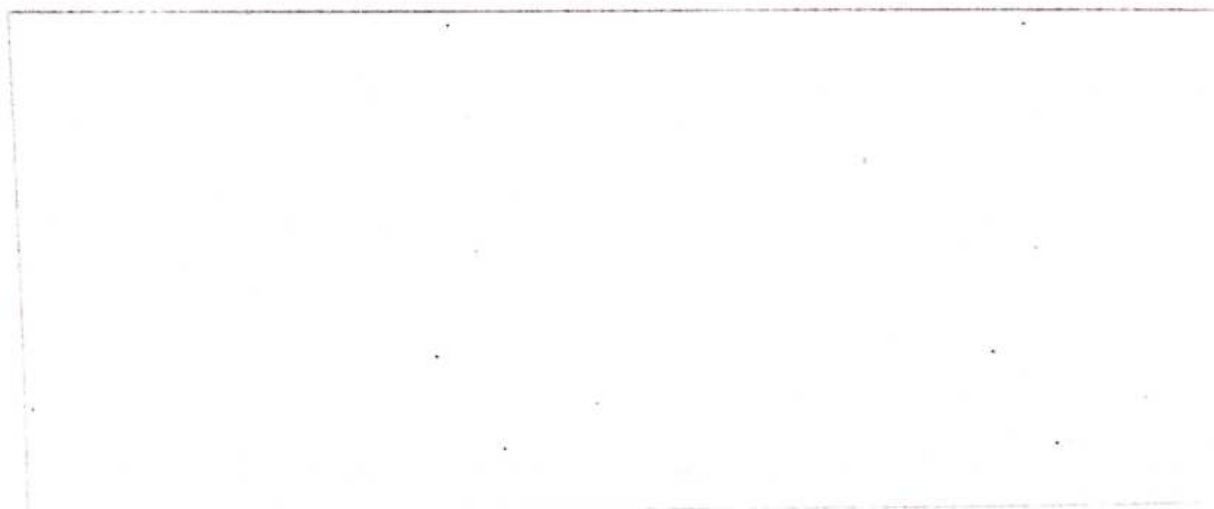
----- Forwarded message -----

**From: Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

**Date:** Mon, 28 Mar 2022, 7:03 p.m.

**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 Syst**  
for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation

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Important mails

IT Cell

Placement Offer letters ...

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More

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Spaces

Meet

## Fwd: Infosys Campus Recruitment Prog

External Placement offer Letters 2021-22 x



**Sujata Patil** <sujata200916@gmail.com>  
to me

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys>

Date: Mon, Mar 28, 2022, 5:15 PM

Subject: Infosys Campus Recruitment Program: Congratulations, yo

To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.cc>

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HRD/3T/1003405220/22-23

July 8, 2022

Ms. Swati Anil Yadav  
A/P-Latawade,  
Tal-Hatkanangale,  
Kolhapur-416112  
India

Ph: +91-9359015300

Dear Swati,

Welcome to Infosys!

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

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

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

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2022.07.08 17:08:03 IST  
Reason: Digitally Signed  
Location: Bangalore

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

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HRD/1003405220/22-23

July 8, 2022

Ms. Swati Anil Yadav  
A/P-Latawade,  
Tal-Hatkanangale,  
Kolhapur-416112  
India

Ph: +91-9359015300

Dear Swati,

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

Here are the terms and conditions of our offer:

### Definition

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

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

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

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

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

### Joining

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

### Location

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

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

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

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## Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

## Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

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- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

### **Probation and Confirmation**

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

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

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

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

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## Compensation and Benefits

### Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

### Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

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

### Basket of Allowances (BOA)

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

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

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## National Pension Scheme

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

## Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

## Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

## Notice Period

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

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

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## Background Checks

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

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

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

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

## Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

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Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

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Digitally signed by Richard Lobo  
Date: 2022.07.08 17:08:03 IST  
Reason: Digitally Signed  
Location: Bangalore

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

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**ANNEXURE - I**  
(Compensation during the first six months from the Date of Joining)

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

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

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

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CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Vivek Maruti Patil**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Vivek,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be INR **1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,

Yours Sincerely,

Walstar Technologies Pvt. Ltd.



**Mr. Pratap Patil**

**CEO**

2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005



CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Miss. Vishakha Pradip Patil**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Vishakha,**

This Refers to the interest shown by you in pursuing a career with **"Walstar Technologies Pvt. Ltd."** and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of **"Trainee Engineer"**.

Your C.T.C. will be INR **1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in **"Walstar"** family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of **"Walstar Technologies Pvt.Ltd"**

Thanking You,  
Yours Sincerely,  
Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil  
CEO  
2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005





HRD/3T/1003435744/22-23

September 2, 2022

Ms. Sujata Shashikant Patil  
Plotno.31,Jagdumbhouse,  
Panchashilcolony,Pachgaon,  
Kolhapur city-416013  
India

Ph: +91-7559490913

Dear Sujata,

Welcome to Infosys!

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

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

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

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

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Digitally signed by RICHARD  
GERARD LOBO  
Date: 2022.09.02 16:12:28 IST  
Reason: Digitally Signed  
Location: Bangalore

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

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HRD/1003435744/22-23

September 2, 2022

Ms. Sujata Shashikant Patil  
Plotno.31,Jagdumbhouse,  
Panchashilcolony,Pachgaon,  
Kolhapur city-416013  
India

Ph: +91-7559490913

Dear Sujata,

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

Here are the terms and conditions of our offer:

### Definition

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

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

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

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

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

### Joining

Your scheduled date of joining the employment of the Company will be **14-Nov-2022**.

### Location

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

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

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

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## Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

## Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

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- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

### **Probation and Confirmation**

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

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

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

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

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## Compensation and Benefits

### Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

### Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

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

### Basket of Allowances (BOA)

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

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

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## National Pension Scheme

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

## Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

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

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

## Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

## Notice Period

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

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

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## Background Checks

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

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

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

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

## Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

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

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

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

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

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

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

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

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

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

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Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified

Digitally signed by RICHARD  
GERARD LOBO  
Date: 2022.09.02 16:12:28 IST  
Reason: Digitally Signed  
Location: Bangalore

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

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SANJEEVAN  
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**ANNEXURE - I**  
(Compensation during the first six months from the Date of Joining)

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

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

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Sujata Shashikant Patil			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
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CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Aasazad A pathan**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Aasazad,**

This Refers to the interest shown by you in pursuing a career with **“Walstar Technologies Pvt. Ltd.”** and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of **“Trainee Engineer”**.

Your C.T.C. will be INR **1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in **“Walstar”** family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of **“Walstar Technologies Pvt.Ltd”**

Thanking You,  
Yours Sincerely,  
Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil  
CEO  
2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005





CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Sanket S Kalantre**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Sanket,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,  
Yours Sincerely,  
Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil  
CEO  
2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005



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O-SANJEEVAN  
ENGINEERING &

## 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 1<sup>st</sup>, 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/>

## Shortlisted candidates status

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**Thanks and Regards,**

**Team HR,**

**ReapMind Innovations Pvt. Ltd.**

**Kolhapur | Minnesota**

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## Shortlisted candidates status

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**Team HR,**

**ReapMind Innovations Pvt. Ltd.**

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## Shortlisted candidates status

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hr@reapmind.com <hr@reapmind.com>  
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**Thanks and Regards,**

**Team HR,**

**ReapMind Innovations Pvt. Ltd.**

**Kolhapur | Minnesota**

<https://reapmind.com/>

CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Miss. Shivani Gama Patil**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Shivani,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,  
Yours Sincerely,  
Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil  
CEO  
2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005



CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Deepak Wadkar**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Deepak,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

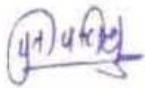
At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,

Yours Sincerely,

Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil

CEO

2103/47 E, Rukmini Nagar,

Front Of Datta Mandir,

Kolhapur, Maharashtra 416005





pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

**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, Bangalore  
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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10/28/22, 12:28 PM

Sanjeevan Engineering & Technology Institute Mail - Fwd: BDT- 2022 ON-BOARDING

Recruitment Associate  
E- [soumyasree.babji@byjus.com](mailto:soumyasree.babji@byjus.com)



Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

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## BYJU'S ATP PI ROUND\_Sanjeevan Engineering and Technology Institute

6 messages

nidhin babu &lt;nidhin.babu@byjus.com&gt;

To: "ajay.magnus@gmail.com" &lt;ajay.magnus@gmail.com&gt;, "tpo@seti.edu.in" &lt;tpo@seti.edu.in&gt;

Cc: sabiya shaikh &lt;sabiya.shaikh@byjus.com&gt;, samriddhi gupta &lt;samriddhi.gupta@byjus.com&gt;, Byjus Campus &lt;campus@byjus.com&gt;



As discussed, Please find the attachment of Round 1 selects and their personal interview schedule. Ensure that the candidates are available at least 15 minutes prior to their time slots an

**Note: Please Join with Laptop**

**Pre-placement talk details :-**

**Date of pre-placement talk : 6th May 2022 (Friday)**

**Time of pre-placement talk : 10.00 Am (pls join by 09.45 am)**

**Link for pre-placement talk: <https://us02web.zoom.us/j/87661770136>**

**PI Links:**

**Panel Nidhin:-<https://us02web.zoom.us/j/85263059399> (Passcode: Byjus@123)**

**Panel Sabiya:-<https://us02web.zoom.us/j/87120883065> (Passcode: byjus@123)**

Name	Mail Id	Contact number	campus name	Campus Location	Gender	Course	CGPA	Languages known (spoken)	Hometown
Abhijeet Harugade	<a href="mailto:abhijeetharugade@gmail.com">abhijeetharugade@gmail.com</a>	7057193837	Sanjeevan Engineering and Technology Institute	Kolhapur	Male	Mechanical	8.75 CGPA	English , Hindi , Marathi	Kolhapur
Hrithiik Kurankar	<a href="mailto:kurankarhrithiik@gmail.com">kurankarhrithiik@gmail.com</a>	8010477567	Sanjeevan Engineering and Technology Institute	Kolhapur	Male	Mechanical engineering	816%	English,marathi	Kolhapur

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Abhijeet Harugade &lt;abhijeetharugade0909@gmail.com&gt;

Thu, May 5, 2022 at 7:58 PM

To: nidhin babu &lt;nidhin.babu@byjus.com&gt;

Cc: ajay.magnus@gmail.com, tpo@seti.edu.in, sabiya shaikh &lt;sabiya.shaikh@byjus.com&gt;, samriddhi gupta &lt;samriddhi.gupta@byjus.com&gt;, Byjus Campus &lt;campus@byjus.com&gt;

I accept the invitation.

[Quoted text hidden]

Hrithiik Kurankar &lt;kurankarhrithiik@gmail.com&gt;

Thu, May 5, 2022 at 8:25 PM

To: nidhin babu &lt;nidhin.babu@byjus.com&gt;

Cc: Byjus Campus &lt;campus@byjus.com&gt;, "ajay.magnus@gmail.com" &lt;ajay.magnus@gmail.com&gt;, sabiya shaikh &lt;sabiya.shaikh@byjus.com&gt;, samriddhi gupta &lt;samriddhi.gupta@byjus.com&gt;, "tpo@seti.edu.in" &lt;tpo@seti.edu.in&gt;

I accept the invitation.

[Quoted text hidden]

TPO SETI &lt;tpo@seti.edu.in&gt;

Sat, May 21, 2022 at 5:35 PM

To: nidhin babu &lt;nidhin.babu@byjus.com&gt;

Cc: ajay maske &lt;ajay.magnus@gmail.com&gt;, sabiya shaikh &lt;sabiya.shaikh@byjus.com&gt;, samriddhi gupta &lt;samriddhi.gupta@byjus.com&gt;, Byjus Campus &lt;campus@byjus.com&gt;

When our students will get offer letters

Thanking

[Quoted text hidden]

TPO SETI &lt;tpo@seti.edu.in&gt;

Wed, Jul 6, 2022 at 4:36 PM

Draft

[Quoted text hidden]

TPO SETI &lt;tpo@seti.edu.in&gt;

Wed, Jul 6, 2022 at 4:45 PM

To: kurankarhrithiik@gmail.com

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

From: nidhin babu &lt;nidhin.babu@byjus.com&gt;

Date: Thu, May 5, 2022, 7:08 PM

Subject: BYJU'S ATP PI ROUND\_Sanjeevan Engineering and Technology Institute

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To: [ajay.magnus@gmail.com](mailto:ajay.magnus@gmail.com) <[ajay.magnus@gmail.com](mailto:ajay.magnus@gmail.com)>, [tpo@seti.edu.in](mailto:tpo@seti.edu.in) <[tpo@seti.edu.in](mailto:tpo@seti.edu.in)>  
Cc: [sabiya.shaikh@byjus.com](mailto:sabiya.shaikh@byjus.com) <[sabiya.shaikh@byjus.com](mailto:sabiya.shaikh@byjus.com)>, [samriddhi.gupta@byjus.com](mailto:samriddhi.gupta@byjus.com) <[samriddhi.gupta@byjus.com](mailto:samriddhi.gupta@byjus.com)>, Byjus Campus <[campus@byjus.com](mailto:campus@byjus.com)>

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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](http://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](mailto: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**

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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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pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

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

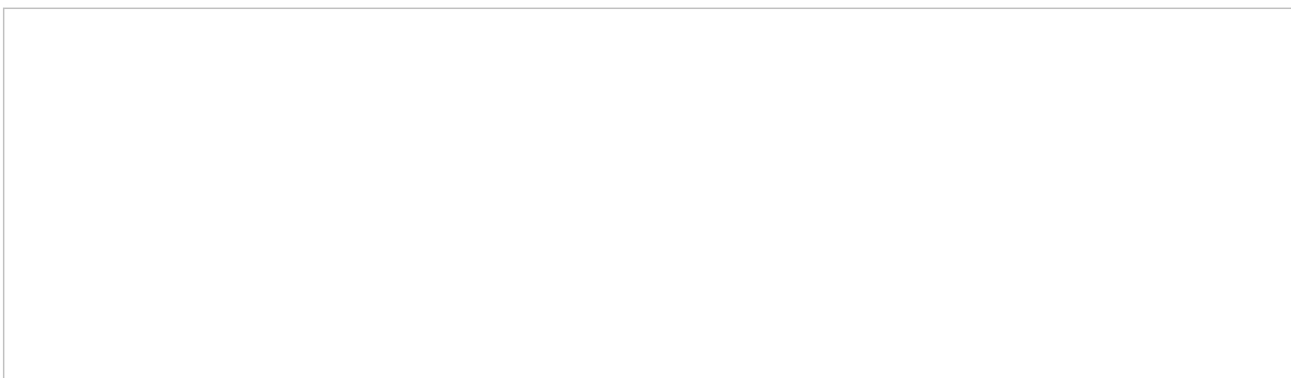
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Avinash Chougale <aachougale1234@gmail.com>  
To: pravin.atigare@seti.edu.in

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](mailto: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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2 attachments

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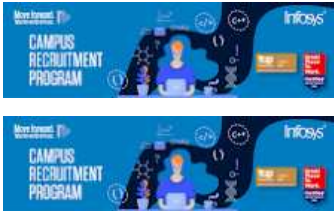


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pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

**Fwd: Offer Letter**

TPO SETI &lt;tpo@seti.edu.in&gt;

Tue, Mar 29, 2022 at 3:56 PM

To: pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

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

From: &lt;hr@robtechautomation.in&gt;

Date: Wed, Mar 23, 2022, 1:56 PM

Subject: Offer Letter

To: &lt;mr.rahulgaikwadrg@gmail.com&gt;

Cc: &lt;sramane@robtechautomation.in&gt;, Tramane &lt;tramane@robtechautomation.in&gt;, &lt;tpo@seti.edu.in&gt;

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 4<sup>th</sup> 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 4<sup>th</sup> 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
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 &amp; 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>

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

[https://www.facebook.com/Robtech\\_automation/](https://www.facebook.com/Robtech_automation/)

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**2 attachments**



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To

1<sup>st</sup> 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 **7<sup>th</sup> Mar'22 to 3<sup>rd</sup> Sept'22**.

Please confirm to us arrival date by email: [ravindra.jagdale@mindacorporation.com](mailto: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.

**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](http://www.sparkminda.com)

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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 successfully 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**

**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](http://www.sparkminda.com)

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To

11<sup>th</sup> 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 **11<sup>th</sup> May'22 to 9<sup>th</sup> Aug'22**.

Please confirm to us arrival date by email: [ravindra.jagdale@mindacorporation.com](mailto: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.

**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](http://www.sparkminda.com)

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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 Aerus 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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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 Aerus 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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CIN NO: U72900PN2017PTC170634

**Date: 6<sup>th</sup> April, 2022**

**Mr. Parth Amar Patil**

**Subject: OFFER FOR EMPLOYMENT**

**Dear Parth,**

This Refers to the interest shown by you in pursuing a career with “**Walstar Technologies Pvt. Ltd.**” and your subsequent interview with us. We are pleased to inform you that you have been appointed for the role of “**Trainee Engineer**”.

Your C.T.C. will be **INR 1.44 LPA/-** paid by 7th day of month which will be subjected to Professional Tax and Insurance at the rates applicable.

As discussed, your joining date will be **6<sup>th</sup> April, 2022** and you have to report at our Office location which is 2103/47 E, Rukmini Nagar, Front Of Datta Mandir, Kolhapur, Maharashtra 416005 at 10.00 Am. Further, you will get a detailed appointment letter upon joining which will include all terms and conditions of your employment with a detailed salary break up.

At Last, we welcome you in “**Walstar**” family and wish you a rewarding career ahead. Please feel free to get in touch at any time for any further information.

-Looking forward to having you on board as a member of “**Walstar Technologies Pvt.Ltd**”

Thanking You,  
Yours Sincerely,  
Walstar Technologies Pvt. Ltd.



Mr. Pratap Patil  
CEO  
2103/47 E, Rukmini Nagar,  
Front Of Datta Mandir,  
Kolhapur, Maharashtra 416005







12th September, 2022

Mr/Late Mr. Prathamesh Jagtap, PO-416213

To,  
Mr Prathamesh Jagtap  
At/Po-Bambavade, Kolhapur  
Kolhapur-416213.

Dear Prathamesh,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer training in the Position of **Graduate Apprentice Trainee** in our organization with effect from **12th September, 2022** on the following terms and conditions:

**1. Stipend:**

During the trainee period you will be paid **Rs.12500/-p.m. (Twelve Thousand and Five Hundred Rupees Only)** During the Apprentice Training You will not be entitled to any other allowances, bonus, incentive or benefits.

**2. Period of Training**

You will be on training for a period of one year from the date of joining, and will stand automatically terminated on **11th September, 2023** after your duty hours. During your training period your progress would be reviewed periodically.

**3. Medical Fitness**

This offer is subject to your being, found medically fit by the company doctor.

**4. Apprentices Act**

You will be covered under Apprentices Act, 1961 and you will be entitled to all the benefits applicable under this act

**5. Transfer**

You will be liable to be transferred to any other department or establishment or branch or Subsidiary of the company in India or abroad. In such a case, you will be governed by the terms and conditions of service of applicable to the new assignment.

**TATA AUTOCOMP SYSTEMS LIMITED**

INTERIORS AND PLASTICS DIVISION

Plot No. 31, D-II Block, MIDC, Chinchwad East, Pune 411 019.

Tel : 91 20 6613 4874 website : [www.tataautocomp.com](http://www.tataautocomp.com) CIN : U34100MH1995PLC093733

Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 India

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#### **6. Shift Working**

While you are with us you will undertake to abide by all the rules and regulations of the Company as applicable to you. You may be called for training in shifts as per the requirement of the company.

#### **7. Leave**

You will be entitled to 12 days casual leave to be availed only by prior permission during the training period of one year. Absenteeism beyond these limits will lead to extension of the training period.

#### **8. Reimbursement of Stipend/Discontinuation of Training**

As agreed by you, it is understood that you will not proceed for higher studies during the training period. However, in the event of your leaving to us to do so, you will reimburse to us cumulative stipend paid to you.

#### **9. Notice Period**

During the training period, this contract is terminated by either party with 'Fifteen days' notice in writing or Fifteen days stipend in lieu thereof. Your notice of separation must be addressed to Human Resources, who will decide in the matter.

#### **10. Conflict of Interest**

You will not seek any full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during the training with the Company and for the period of 12 month after cessation of your employment with the company.

#### **11. Other Work**

Your position with the company calls for whole time employment and you shall devote yourself exclusively to the business of the company. You will not take any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the company.

#### **12. Confidential Information**

You will not, at any time without the consent of the Company disclose or divulge or make public, except under legal obligation, any information or research carried out whether they may be confided to you or become known to you in course of your service or otherwise.

### **TATA AUTOCOMP SYSTEMS LIMITED**

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### 13. On Termination

On termination of this contract, you will immediately give up to the Company all correspondence, specification, formulae, books, documents, market data, cost data, literature, drawing, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

### 14. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company applicable to the Company's trainee and are subject to amendments and adjustments from time to time.

Kindly communicate your acceptance by signing the duplicate copy and returning it to us along with 3 copies of recent passport size photographs. Please also submit one photocopy each of your SSC, HSC, Diploma certificate/Mark sheet and the latest Degree Certificate/Marks sheet at the time of your joining.

Thanking you,  
Yours faithfully,

For Tata AutoComp Systems Ltd.,  
Interiors & Plastics Division

Amarendra Hasabnis  
Sr. Manager - Human Resources

**TATA AUTOCOMP SYSTEMS LIMITED**

INTERIORS AND PLASTICS DIVISION

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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 4<sup>th</sup> 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 4<sup>th</sup> 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.

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**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/](https://www.facebook.com/Robtech_automation/)

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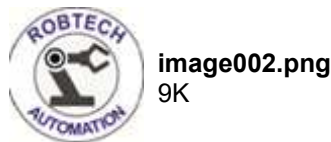
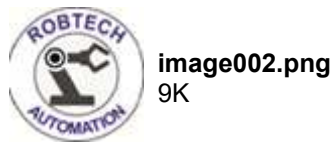
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**TPO SETI** <tpo@seti.edu.in>  
To: pravin maharashtra <pravin.atigare@seti.edu.in>

Tue, Mar 29, 2022 at 3:56 PM

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**2 attachments**



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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 4<sup>th</sup> 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 4<sup>th</sup> 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,  
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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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**2 attachments**



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Dear Rupesh Matavandkar

*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 4<sup>th</sup> 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 10<sup>th</sup> 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.*

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B. For Salary process

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1. Employee Full Name (As per Bank Records)
2. Date of Birth
3. Father /Mother Name
4. Correspondence Address
5. Bank Name
6. Branch (Bank)
7. Bank A/c No.
8. PAN No.
9. Ask your Bank/Branch for IFSE / NETT No.
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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.

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pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

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**Fwd: Offer Letter**

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**TPO SETI** <tpo@seti.edu.in>

Tue, Mar 29, 2022 at 3:53 PM

To: pravin maharashtra &lt;pravin.atigare@seti.edu.in&gt;

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

From: &lt;hr@robtechautomation.in&gt;

Date: Fri, Mar 25, 2022, 4:49 PM

Subject: Offer Letter

To: &lt;neerajlohar29oct@gmail.com&gt;

Cc: &lt;sramane@robtechautomation.in&gt;, Tramane &lt;tramane@robtechautomation.in&gt;, &lt;tpo@seti.edu.in&gt;

*Dear Neeraj Lohar,*

*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 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 4<sup>th</sup> April 2022 at 09:00Am. You can report directly to HR, who will guide you through the training procedure.*

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

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

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3. Four (4) photographs,(passport size)
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1. Employee Full Name (As per Bank Records)
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6. Branch (Bank)
7. Bank A/c No.
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9. Ask your Bank/Branch for IFSE / NETT No.
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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.

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Thanks & Regards

HR Rupali P.

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**ROBTECH AUTOMATION & SERVICES**

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Behind Nageshwar Plywood,  
Moshi, Pimpri-Chinchwad,  
Maharashtra-412105  
Contact:- 9168114848,

cid:image003.png@01D827F7.C62E7B50

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

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

[https://www.facebook.com/Robtech automation/](https://www.facebook.com/Robtech%20automation/)

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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			
<b>SANJEEVAN ENGINEERING AND TECHNOLOGY INSTITUTE</b>			
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			
<b>COMPUTER SCIENCE &amp; ENGINEERING</b>			
<b>EN 6315</b>			
<b>List of students Placed</b>			
<b>Academic Year:2020-21</b>			
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

# 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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# 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



## 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.





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 Pal Mandal**  
(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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**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
<b>Gross Salary</b>	<b>23,200</b>	<b>2,78,400</b>
Employer's PF Contribution	1,800	21,600
<b>CTC Salary</b>	<b>25,000</b>	<b>3,00,000</b>

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**



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2019.20 Placement Bajaj Electricals Pune			
Sr.No.	Name of Student	Branch	Photo
1.	Sumant Tapkire	E&TC	
2.	Shrinath S.Magdum	Electrical	
3.	Vaibhav B. Bigade	Electrical	
4.	Vishal Maruti Parit	Electrical	
5.	Suni Ashok Abhee	Electrical	
6.	Dhiran Sahaji Desai	Electrical	



7.	Mayur Dilip Katrate	Electrical	
8.	Tejas Mahendra Patil	Electrical	
9.	Rushikesh Mohan Kadam	Electrical	
10.	Suraj Arjun Shahapure	Electrical	
11.	Siddharth Rangrao Kamble	Electrical	
12.	Omkar Kashinath Kalsannawar	Electrical	
13.	Vishwajit Maruti Sajane	Electrical	

14.	Rajvardhan B. Patil	Electrical	
15.	Akshay Vilas Shinde	Mechanical	
16.	Jadhav Harshavardhan	Mechanical	
17.	Omkar Patil	Mechanical	
18.	Vaibhav Zore	Mechanical	
19.	Vinayak Kamate	Mechanical	
20.	Rahul Chikhalkar	Mechanical	

21.	Krishnaraj Jitkar	Mechanical	
22.	Sourav Gharge		
23.	Rohit Patil		
24.	Vaibhav Dhere		
25.	Akash Patil		
26.	Omkar Adgonda Patil		
27.	Saurabh Maevekari		

28.	Vishwajit Awate		
29.	Pradad Davang		



2018.19 Placement

Sr.No.	Name of Student	Company	Branch	Photo
1	Patil Sunil Babaso	Dunung Industry	Mechanical	
2	Shinde Akshay Rajaram	Dunung Industry	Mechanical	
3	Nalawade Subhash Rajesh	Dunung Industry	Mechanical	
4	Pachakate Suraj Raghunath	Dunung Industry	Mechanical	
5	Chougale Nilesh Shamrao	Dunung Industry	Mechanical	
6	Patil Rohit Vijay	Dunung Industry	Mechanical	

2018.19 Placement

7	Patil Digvijay Chandrakant	Dunung Industry	Mechanical	
8	Naik Virendra Appaso	Dunung Industry	Mechanical	
9	Patil Sourabh Sanjay	Dunung Industry	Mechanical	
10	Patil Swaroop Suresh	Dunung Industry	Mechanical	
11	Patil Sushant Krishnat	Eleation Pvt.ltd	Mechanical	
12	Mane Komal Vikas	KPIT Pune	E&TC	