

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

23rd May'2023

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

Sub: Intent Letter of Appointment

Dear Mr.Sumit,

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

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

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

Hearty Congratulations!

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

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, CIN : U45202PN1999PTC014083
Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex , 631/4, Kasar Vaddo, Socorro, Porvorim , Bardez, North Goa, Goa - 403501
Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusr, Vadodara, Salvi Road, Village-Manjusr, Tal - Savli, Vadodara - 391775 Gujarat.

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

23rd 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!

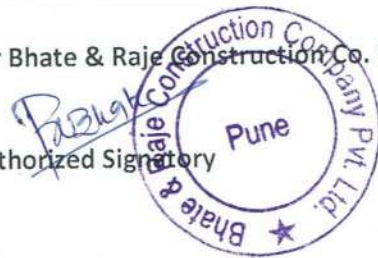
You will join the company on **15th June'2023**; you are requested to bring the following documents along with you, at the time of joining.

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

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

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

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr. Pranav Prakash Chavan]
+91-9325566143

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

23rd May'2023

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

Sub: Intent Letter of Appointment

Dear Mr.Swapnil,

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

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

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

Hearty Congratulations!

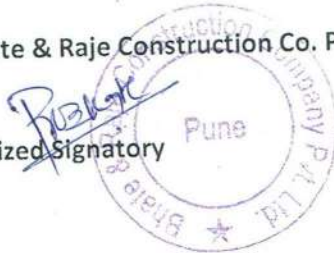
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3. AADHAR & Pan Card. [Aadhar & Pan Card is must]
4. A Photocopy of relieving letter from your previous employer, if applicable.
5. Salary Slip of previous company, if applicable
6. Fitness Certificate issued by MBBS doctor recently.

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.Swapnil Dhondiram Patil]
+91-7057340707



**BHATE & RAJE CONSTRUCTION
COMPANY**

Registered Office : 58-B, CDSA Campus, Pune-Paud Road, Bavdhan, Pune- 411 021. Maharashtra, INDIA
Phone : +91-8956952960/61, E-mail: brccpl@gmail.com, www.bhateraje.com, CIN : U45202PN1999PTC014083
Goa Office : Villa A, Pinto Villa, Udayan Co-operative Society Complex , 631/4, Kasar
Vaddo, Soccorro, Porvorim , Bardez, North Goa, Goa - 403501
Gujarat Office : Plot No.26, Luxuria Solace Park, Opp. SBI Bank-Manjusar, Vadodara,
Salvi Road, Village-Manjusar, Tal - Savli, Vadodara - 391775 Gujarat.

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

23rd May'2023

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

Sub: Intent Letter of Appointment

Dear Ms. Sayali,

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

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

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

Hearty Congratulations!

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

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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

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

23rd May'2023

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

Sub: Intent Letter of Appointment

Dear Mr.Amol,

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

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

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

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

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

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

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

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr.Amol Pramod Jadhav]
+91-9623651345

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

23rd May'2023

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

Sub: Intent Letter of Appointment

Dear Mr.Sourabh,

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

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

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

Hearty Congratulations!

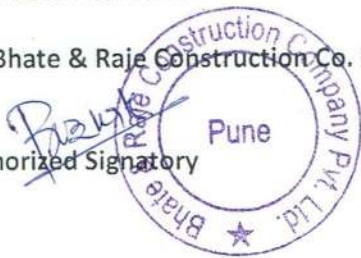
You will join the company on **15th June'2023**; you are requested to bring the following documents along with you, at the time of joining.

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

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

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

Authorized Signatory



Received & Accepted Copy of Intimation

[Mr.Sourabh Shirishkumar Malgaonkar]
+91-7721028092

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

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.

Regards,
Maruti Raut

From: TPO SETI <tpo@seti.edu.in>
Sent: Saturday, April 27, 2024 12:07 PM
To: Maruti Raut (TACO-IPD) <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>
To: "Maruti Raut (TACO-IPD)" <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>
To: TPO SETI <tpo@seti.edu.in>


Mon, Apr 29, 2024 at 3:32 PM

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

[Quoted text hidden]

2 attachments

 **4186_001.pdf**
81K

 **4185_001.pdf**
77K



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

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 : 034000411995PLC093733

Vishal Surendra Prajapati Registered Office TACO House Danta 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	

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

Tel : 91 20 6613 4874 website : 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 zahni 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:

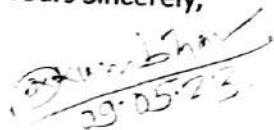
1. You shall be on training for a period of **One Year**, commencing from **July 1, 2023**. You shall be informed at least a week in advance about reporting, other formalities to be completed and commencement of your training at Ranjangaon, Pune.
 2. You will be paid stipend of **Rs. 18000/- (Eighteen 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.

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,



29.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini 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:

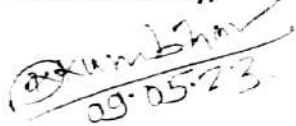
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 3. In all matters of conduct and discipline, you shall conduct yourself as a Trainee and the rules and regulations as applicable to the Trainees in the Company shall apply to you.
 5. On successful completion of your training and depending on the 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.
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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,



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.

09th 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**.
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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.

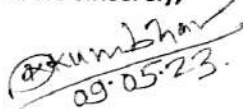
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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 zonni Industries Pvt. Ltd

30

09th 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.

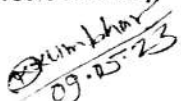
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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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.

09th 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.
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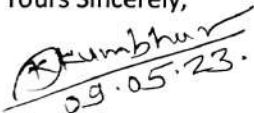
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Thanking you.

Yours Sincerely,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zonini industries Pvt. Ltd.

09th 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**.
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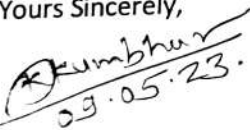
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Thanking you.

Yours Sincerely,


03.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as ~~exotech~~ zanini Industries Pvt. Ltd

33

09th 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:

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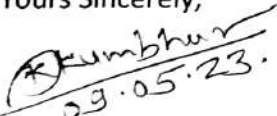
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Thanking you.

Yours Sincerely,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zoni Industries Pvt. Ltd

09th 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**.
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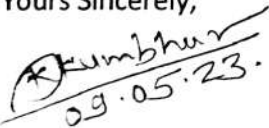
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Thanking you.

Yours Sincerely,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zoni Industries Pvt. Ltd.

09th 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**.
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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.
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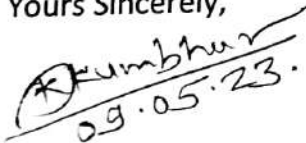
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Yours Sincerely,


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

09th 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:

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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.

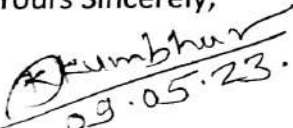
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Yours Sincerely,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zathi industries Pvt. Ltd

09th 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**.
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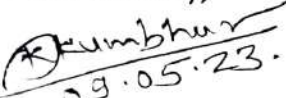
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Thanking you.

Yours Sincerely,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zoni Industries Pvt. Ltd

09th 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:

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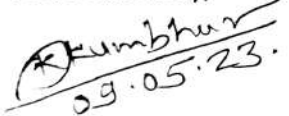
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Thanking you.

Yours Sincerely,


29.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd.

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09th 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:

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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.
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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.

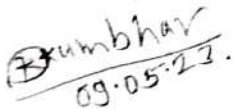
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9. Although you shall be trained at our Manufacturing plant located at Ranjangaon, Pune, you may at later date trained at any of the location outside the Headquarter, for Company's business as may be required by the Company at its sole discretion.
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,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd

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09th 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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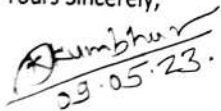
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23.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech znni Industries Pvt. Ltd

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09th 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:

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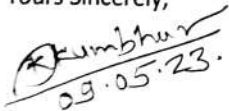
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For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as ~~exotech zani Industries Pvt. Ltd~~

09th 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:

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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**

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09th 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:

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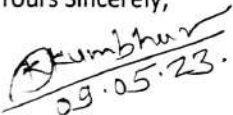
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For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as **exotech zonni Industries Pvt. Ltd**

09th 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:

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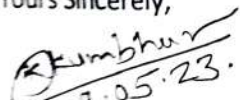
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23.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zcnini Industries Pvt. Ltd.

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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:

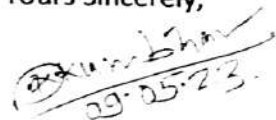
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For EXOTECH PLASTICS PRIVATE LIMITED

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Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd.

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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:

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Exotech Plastics Private Limited

Formerly known as exotech zaini Industries Pvt. Ltd.

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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:

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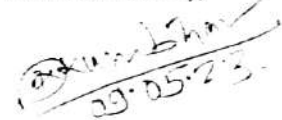
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Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd.

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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:

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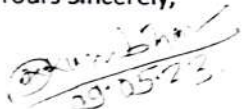
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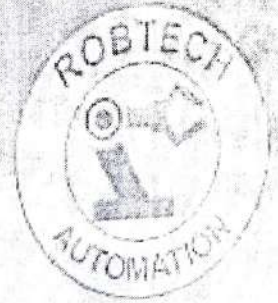


20.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant **MANAGER** - HR & ADMIN



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

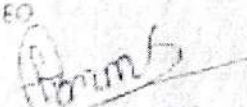
Your employment will be effective, as of 1/04/2023.

2. Job title

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

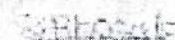
Mr. Tushar Ramane

CEO


Robtech Automation & Services

Your Faithfully

Ms. Sonali Bhosale





tpo seti <tpo@seti.edu.in>

Selection List

1 message

Nagesh Shahane <nagesh.shahane@walchand.com>

To: "tpo@seti.edu.in" <tpo@seti.edu.in>

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

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 |

+91 02118357272 | (M) +91 7507770193
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**
9K

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

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 20th 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.

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.

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:



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.

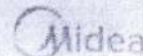
Yours Sincerely,



MEGA CORPSOL LLP

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

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



CARRIER MIDEA INDIA

Carrier Midea India Private Limited

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

December 07, 2022

Mr. ONKAR SURESH SHINDE

A/P Vathar, Tal-Hatkhangale
416112

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/APP/1645, Page 1 of 6



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



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.pgtpl@pgel.in

Date: 12th 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. **12th 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



Ref: HR, Tata Autocomp IPD 163974

20th February, 2023

Mr. Tejas Patil
At Ukol, Shahuwadi Kolhapur
Kolhapur-416039

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 2nd 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 4574 website : www.tataautocomp.com EIR : U34100MH1995PLC093733

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



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

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

Tel : 91 20 6613 4874 website : www.tataautocomp.com CIN : U34410MH1995PLC093738

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

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.

Regards,
Maruti Raut

From: TPO SETI <tpo@seti.edu.in>
Sent: Saturday, April 27, 2024 12:07 PM
To: Maruti Raut (TACO-IPD) <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>
To: "Maruti Raut (TACO-IPD)" <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>
To: TPO SETI <tpo@seti.edu.in>


Mon, Apr 29, 2024 at 3:32 PM

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

[Quoted text hidden]

2 attachments

 **4186_001.pdf**
81K

 **4185_001.pdf**
77K



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

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 Datta 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	
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27	Pranai Shinde	Mechanical	2023	Tata Autocomp Systems Ltd, (Dadaso Patil- HR - 8767914551)	1.44	

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

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

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: 25th 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 **29th 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

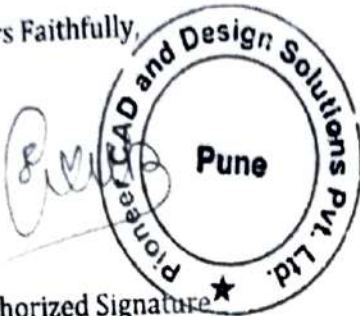


**PIONEER CAD & DESIGN
SOLUTIONS PVT. LTD.**

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 29th May 2023.

Signature

Date: -



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

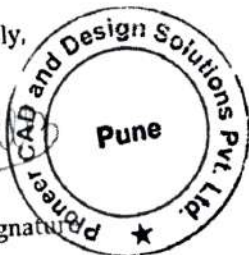
Salary Annexure

Salary Components Breakdown applicable from Date of 29th May 2023.

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

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

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

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.

Regards,
Maruti Raut

From: TPO SETI <tpo@seti.edu.in>
Sent: Saturday, April 27, 2024 12:07 PM
To: Maruti Raut (TACO-IPD) <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>
To: "Maruti Raut (TACO-IPD)" <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>
To: TPO SETI <tpo@seti.edu.in>


Mon, Apr 29, 2024 at 3:32 PM

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

[Quoted text hidden]

2 attachments

 **4186_001.pdf**
81K

 **4185_001.pdf**
77K



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

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 : 034000411995PLC093733

Vishal Surendra Prajapati Registered Office TACO House Datta 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	
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Tel : 91 20 6613 4874 website : 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 zohini industries Pvt. Ltd

63

09th 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.

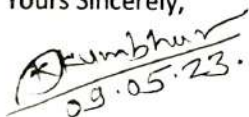
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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 zcnini Industries Pvt. Ltd

64

09th 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.

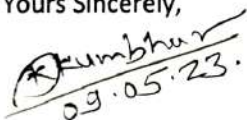
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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.
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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

65

Formerly known as exotech zonini Industries Pvt. Ltd.

09th 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:

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.
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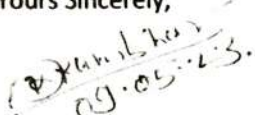
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8. In the event of willful neglect of duties or if you are found guilty of dishonesty, disorderly or rude behaviour or disobedience or any other misconduct considered by the company as detrimental or prejudicial to the interest of the company or violation 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.
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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,


09.05.23.

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



09th 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**.
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.

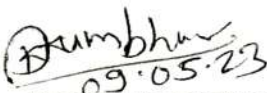
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7. Without the written consent of the Company you are not allowed to be engaged or interested or concerned in any other business or activity of any kind whatsoever, whether directly or indirectly or to contribute any article to any newspaper or other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


09.05.23

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as exotech zanini Industries Pvt. Ltd. 67

09th 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**.
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.

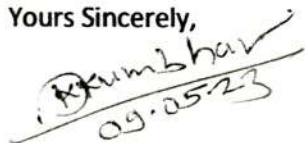
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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.**

68

09th 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**.
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,

Dipak Kumbhar
09.06.25

For EXOTECH PLASTICS PRIVATE LIMITED

Dipak Kumbhar

Assistant MANAGER - HR & ADMIN



Exotech Plastics Private Limited

Formerly known as: exotech zonini industries Pvt. Ltd.

64

09th 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:

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.

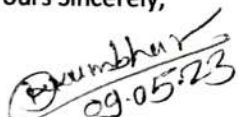
6. During the training, you are liable to be placed at any department/Office/location of the Company and you will abide by the working hours of the Department or Establishment concerned, without any additional and or other benefits.

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

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

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 & 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 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.

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

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

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

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

For CareerLabs,

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Employee Name		
Designation		
Location		
Component	Monthly	Annual
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Employee ESI (0.75% of Gross)	-	-
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Professional Tax	200	2,400
Total - C	2,000	23,400
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TOTAL CTC	29,168	3,50,000
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iValue Infossolutions Private Limited

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

www.ivaluegroup.com | 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 Infossolutions 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 **01st 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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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



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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



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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.



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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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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.



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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 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: 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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

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

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 & 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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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 Infossolutions 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 **01st 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



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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.



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- 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.



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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.



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- 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



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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;



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- (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



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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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

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



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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:



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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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



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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 Infossolutions 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 **01st 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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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



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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



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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.



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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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
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Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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

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 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:



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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

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

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 & 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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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 Infossolutions 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 **01st 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



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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.



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- 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.



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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.



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- 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



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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;



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- (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



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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.



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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

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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:



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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

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

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 & 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

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 & 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

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 & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		



Internship Based Hiring Program Selection Letter

Dear Omkar 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

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,

Internship Based Hiring Program Selection Letter

44
81
Apr 20, 2023

Signature valid
Digitally Signed By
SALJEV NATVA
SALJEV NATVA
O=SALJEV NATVA
C=INDIA
E=saljev.natva@careerlabs.com

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

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

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 & 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

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 & 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

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 & 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

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 & 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

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 & 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

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 & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Sneha,

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

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

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

35. **1-6 months** - Rs 4000 /- (Online training)

36. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

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

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

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

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

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

For CareerLabs,

APPENDIX A

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

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Harshada Jaysing Patil,

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

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

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

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

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

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

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

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

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

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

For CareerLabs,

APPENDIX A

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

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Nisha Mali,

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

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

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

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

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

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

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

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

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

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

For CareerLabs,

APPENDIX A

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

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Priyanka Uday Rukade,

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

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

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

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

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

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

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

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

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

For CareerLabs,

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
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Basic & DA	14,583	1,75,000
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<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		



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Tel: +91 8065329944/66

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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 Infossolutions 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 **01st 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



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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.



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- 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.



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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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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



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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: Kashmira Miraso Naykawadi
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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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



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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 Infossolutions 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 **01st 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



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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.



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- 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.



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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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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.



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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



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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:



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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Priyanka Ramchandra Koravi,

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

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

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

47. **1-6 months** - Rs 4000 /- (Online training)

48. **7-10 months** - Rs 12000 /- (Offline training in Bangalore/Noida)

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

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

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

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

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

For CareerLabs,

APPENDIX A

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



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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 **01st 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



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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.



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- 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.



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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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

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

Email : 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.



iValue Infosolutions Private Limited

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

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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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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:



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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

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

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 & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Suyog Sanjay Khutale,

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

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

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

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

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

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

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

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

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

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

For CareerLabs,

APPENDIX A

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

Apr 20, 2023

Internship Based Hiring Program Selection Letter

Dear Rushikesh Shridhar Dudhane,

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

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

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

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

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

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

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

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

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

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

For CareerLabs,

APPENDIX A

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Location		
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Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
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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
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<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

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





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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 Infossolutions 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 **01st 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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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



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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



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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.



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CIN: U72200KA2008PTC045995

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



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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



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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.



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- (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.



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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, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka

Email : hr@ivalue.co.in



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B. In the case of notices to the Employee:

Address : Warananagar, Panhala, Kolhapur. 416113

Email : 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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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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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
Gross Salary	27,000	3,24,000
Total Deduction(B)	2,008	24096
Employee contribution PF	1,800	21600
Employee contribution ESIC	0	0
Professional Tax	208	2496
Income Tax (As applicable)	0	0
Total - Take home (A-B) (Per Month)	24,992	2,99,904
Other Benefits(Employer Contribution)(D)	3,371	40,452
Employer contribution of Provident Fund	1,950	23400
Gratuity	721	8652
Employer contribution of ESIC	0	0
Medical Insurance	700	8400
Fixed Cost to the Company (A+C+D)	30,371	3,64,452

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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

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.

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

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

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - NIKHIL KAMBLE ,

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

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

A handwritten signature in blue ink, appearing to read "Shahid...", written over a horizontal line.

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - ANIKET LAD ,

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

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

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

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - 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.

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: - 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.

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: - 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.

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

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

Congratulations

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - HARSHADA PATIL ,

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

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

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

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - RUTUJA 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 Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - VIRAJ PATIL ,

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

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

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

Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



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.

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

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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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Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - RAVINDRA SHETE ,

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

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Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRATIK SHINDE ,

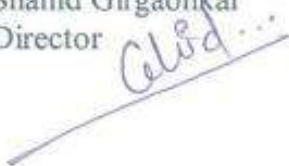
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Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



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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Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRAFULL INGOLE ,

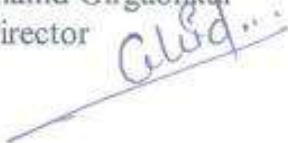
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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - PRAJAKTA SASWADE

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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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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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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Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director

Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - SWARALI

CHOUGULE ,

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

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Congratulations .

Best Regards,
Neurosofttech Technologies Pvt Ltd
Shahid Girgaonkar
Director



Offer Letter

Date Of Joining: - 04/04/2023

Name of Candidate: - TEJAS PATIL ,

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

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