

# PRAVIN KOKATE & ASSOCIATES

Structural Consultant ,Chartered Engineer, Approved Valuer

Er.Pravin Pandurang Kokate [ M.E. Structure ,B.E. Civil, AMIE,AIV,ISSE,DME]

Office – Elora Apartment,Poonam-Moti Nagar, kothi Road, Ahmednagar Mob.9021592499

## JOINING LETTER

Date -10/ 10 /2018

To,  
**Mr. Sagar Sominath Nikalje.**

Subject: Joining Letter.

Dear Sagar,

This has reference to your application and subsequent interviews you have had with **PRAVIN KOKATE AND ASSOCIATES**. We are pleased to appoint you as **Civil Engineer** in its function. Your employment will be governed by the following terms and conditions:

**1. Monthly Gross Salary**

You will be paid a monthly gross salary of **Rs. 15,000/- (Only)** per month.

**2. Working Hours**

Your working hours will be 9.30 am to 6:30 pm as per the current company policy. The company observes a 6 day work week.

**3. Leave**

You will be governed by the current Leave Policy of the company for permanent employees.

**4. Responsibilities**

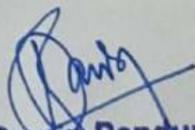
In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

**5. Notice Period**

While on probation, this appointment may be terminated by either side by giving **1 month notice, or in lieu of notice period.**

On confirmation, this appointment may be terminated by either side by giving **one months' notice or one months' salary** in lieu of notice period.

We welcome you to the **PRAVIN KOKATE AND ASSOCIATES** family and trust we will have a long and mutually rewarding association.

  
**Er. Pravin Pandurang Kokate**  
Reg.No.LE/00178/2020 to 2022/Engineer  
All Plans  
Yours faithfully,

“PRAVIN KOKATE AND ASSOCIATES.”

PRAVIN KOKATE & ASSOCIATES

Date: 12<sup>th</sup> September 2018

To,  
Abhishek Kahane  
abhikahane1995@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2018.**

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

You are advised to bring the following documents – original as well one photocopy each at office.

- 1) Experience & academic qualification certificates for all the past assignments.
- 2) No dues & relieving letter from the past employer.
- 3) Last salary slip / certificates / Testimonials.
- 4) Proof of residential address.
- 5) Photographs – 2Nos.

Please note that we shall return the original documents after verification, while retaining the photocopies. At this juncture, we extend our warm welcome to our company & convey our best wishes.

Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 16<sup>th</sup> October 2018

To,  
Darkunde Vivek Arun

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22<sup>th</sup> October 2018**.

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Yours truly,



**AV-TECH ENGINEERING**  
FABRICATORS, PCMC

Authorized by

Dear Sir,

I hereby accept the above offer & will join the company on 22<sup>th</sup> October 2018



Signature

Date: 16<sup>th</sup> October 2018

To,  
Chopade Monika Giridhar

**Sub: Letter of Offer**

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Yours truly,



**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Authorized by

Dear Sir,

I hereby accept the above offer & will join the company on 22th October 2018



Signature

Date: 12<sup>th</sup> September 2018

To,  
Dilip Kumar  
dk3101035@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2018**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> October 2018

To,  
Garad Vishal Ramdas

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th October 2018**.

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Yours truly,



**AV-TECH ENGINEERING**  
FABRICATORS, PCMC  
Authorized by

Dear Sir,

I hereby accept the above offer & will Join the company on 22th October 2018



Signature

Date: 12<sup>th</sup> September 2018

To,  
Shahrukh pathan  
shahrukh1299@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2028**.

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 12<sup>th</sup> September 2018

To,  
Waikar Atul Nanasaheb  
atulwaikar0@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2018**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



## EXPERIENCE CERTIFICATE

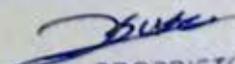
It is hereby certified that Shri. **MAYUR JAGANNATH PANMALKAR**  
R/o Panmalkar Mala, Nagardeole, Bhingar, Tal & Dist. Ahmednagar was  
worked as **SUPERVISOR** in this firm from 15 June 2019 to 18 July 2022.  
During this period it is found that he is sincere and hardworking. As well as  
he bears good moral character.

We wish him good luck for future. This certificate is issued as per his  
request.

CONSTRUCTION

FOR RENUKA CONSTRUCTION

FOR RENUKA CONSTRUCTION

  
PROPRIETOR

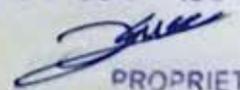
## EXPERIENCE CERTIFICATE

It is hereby certified that Shri. ROHIT RAJENDRA PANMALKAR R/o Panmalkar Mala, Nagardeole, Bhingar, Tal & Dist. Ahmednagar was worked as SUPERVISOR in this firm 15 June 2019 to 18 July 2022. During this period it is found that he is sincere and hardworking. As well as he bears good moral character.

We wish him good luck for future. This certificate is issued as per his request.

**CONSTRUCTION**  
**FOR RENUKA CONSTRUCTION**

FOR RENUKA CONSTRUCTION



PROPRIETOR

Date: 20<sup>th</sup> September 2019

To,  
Prashant Punde  
[prashantpunde010@gmail.com](mailto:prashantpunde010@gmail.com)

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2010**.

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

31/10/2020

**TO WHOM SO EVER IT MAY CONCERN**

This is to certify that Mr **Hemant Kumar** was under the employer of Prafull Surana Architects as a civil engineer from 1<sup>st</sup> May 2020 till 31<sup>st</sup> October 2020

During this period with us he was found punctual, hardworking and sincere towards all the tasks assigned to him.

We wish him every success in life.

Kind Regards,



PRAFULL P. SURANA  
CONSULTING ARCHITECT  
UTKARSH BHAGYODAY COLONY  
AHMEDNAGAR, Phone 327993

**Ar. Prafull Surana**  
Principal Architect  
Prafull Surana Architects

Date: 20<sup>th</sup> September 2020

To,  
Gaikwad Shubham Shashikant

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **28th September 2020**.

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Yours truly,

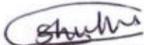


**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Authorized by

Dear Sir,

I hereby accept the above offer & will Join the company on 28th September 2020

  
Signature

Date: 20<sup>th</sup> October 2020

To,  
Gerange Ravindra Ramdas  
ravindragerange21@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th October 2020**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 20<sup>th</sup> September 2020

To,  
Ghugarkar Ajinkya

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **28th September 2020**.

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Yours truly,

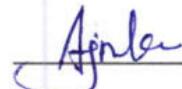


**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Authorized by

Dear Sir,

I hereby accept the above offer & will Join the company on 28th September 2020



Signature



# HEMANT TOOLS

Mfrs. Solid carbide & H.S.S. Tools

D-24, B5, Classic Industrial Premises Ambad Gaon, Ambad, Nashik - 422 010. Ph.: 0253-2384121, Mob.: 772009560  
email : hdhopavkar@yahoo.com

Date :

Ref. No.

## APPOINTMENT LETTER

To,

Mr. Harshal. P. Sinkar

At post – Khadakdeola

Tal-Pachora ,dist – Jalgaon

424201

With reference to your application for the post 'Production planning and control' In Our HSS production department, we are pleased to inform you that have been Selected for the same.

Your employment is being subject to the term and condition listed below.

You will bound by the company rules and regulatons and the standing orders of the Organization During the period. you will required to conduct yourself in an orderly and disciplined manner during period.

Starting date:-

Your starting 1<sup>st</sup> Feb 2020.

Your work timing is from 9am to 6pm Sunday to Friday

Probation period

Your probation period will be for a period of 01 month starting from 01.02.2020. upon Successfully completing the probation period . your employment will become of an engineer status.

If you have further question, please contact HR dept or simply approach the senior.



# HEMANT TOOLS

Mfrs. Solid carbide & H.S.S. Tools

D-24, B5, Classic Industrial Premises Ambad Gaon, Ambad, Nashik - 422 010. Ph.: 0253-2384121, Mob.: 7720095604  
email : hdhopavkar@yahoo.com

Ref. No.

Date :

Congratulations on your appointment and the welcome to Hemant Tools. We look forward to year's fruitful co-operation and success. We wish you the best of luck in your new post.

Appointment Letter

Sincerely,

For,

HEMANT TOOLS,

( Hemant Dhopavkar )

I have read and understood the above terms and conditions and accept the same willingly and unconditionally.

(Mr. Harshal P. Sinkar)

Place: Nashik

Date: 28.01.2020

Date:20<sup>th</sup> Septeber 2020

To,  
Pawar Ajit Pradip

**Sub:Letter of Offer**

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Yours truly,

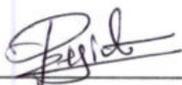


Authorized by

**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Dear Sir,

I hereby accept the above offer & willJoin the company on28th Septeber 2020



Signature

Date:20<sup>th</sup> September 2020

To,  
Sangale Sachin Bhausaheb

**Sub:Letter of Offer**

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Yours truly,



Authorized by

**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Dear Sir,

I hereby accept the above offer & willJoin the company on28th September 2020



Signature

Date: 16<sup>th</sup> October 2020

To,  
Shraddha Sandip Dalvi  
shraddhadalvi2529@gmail.com

**Sub: Letter of Offer**

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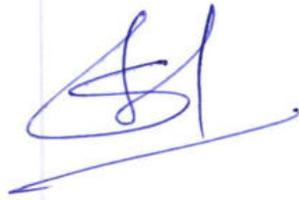
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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219220923/Hyderabad**  
**Date: 31/12/2021**

Mr. Rohit Pundlik Patil  
C803, Global Serenity,  
Behind Priyadarshini School,  
Pune-412 105,  
Maharashtra.  
Tel# -

Dear Rohit Pundlik Patil,

**Sub: Letter of Offer**

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

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

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

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20219220923

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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



**Offer: Computer Consultancy**

**Ref: TCSL/DT20218523446/Lucknow**

**Date: 11/12/2021**

Mr. Laxmikant Ashok Taur  
Sai Park Society Lane 11 In Care Oh Jadhav,  
Near Raison Collage,  
Pune-412207,  
Maharashtra.  
Tel# 91-8329050685

Dear Laxmikant Ashok Taur,

**Sub: Letter of Offer**

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

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

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**TCS Confidential**  
**TCSL/DT20218523446**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Offer : Computer Consultancy**  
**Ref : TCSL/EP2020IR207234/ Pune/1595265**  
**Date : 14-OCT-2021**

**Ms. Aditi Prashant Kulkarni**

A4,Anand Classic Apartment,Behind Bajaj Showroom,Pune Road  
Ahmednagar, Maharashtra, India  
Tel No.: 9422276018

**Sub: Letter of Offer and Terms of Employment**

Dear Ms. Aditi Prashant Kulkarni,

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

**This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Pune. Your gross salary including all benefits will be Rs. 6,70,006/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

## **COMPENSATION & BENEFITS**

The details of your compensation and benefits are given below:

### **FIXED COMPENSATION**

#### **Basic Salary**

Your Basic Salary will be **Rs. 15,000/-** per month.

#### **Bouquet of Benefits (BoB)**

Bouquet of Benefits offers you the flexibility to design part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. The components under Bouquet of Benefits are listed below. The amounts given here for each of the components are as per the pre-defined structure. However, you may want to re-distribute the BoB amount between the components as per your tax plan, once you join the company. To design your Bouquet of Benefits, you may access the link to BoB in the 'Employee Self Service' link on 'Ultimatix', the internal portal of TCSL.

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

#### **1. House Rent Allowance:**

Your HRA will be **Rs. 7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance:**

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

#### **3. Food Card:**

You will be eligible for a Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

#### **4. Personal Allowance:**

You will be eligible for a monthly personal allowance of **Rs. 17,604/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

### **PERFORMANCE PAY**

#### **1. Monthly Performance Pay**

You will receive a monthly performance pay of **Rs. 4,200/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change

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basis your own ongoing individual performance.

## **2. Performance Bonus**

Your Performance Bonus will be **Rs. 2,900/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This Pay / Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

## **RETENTION INCENTIVE**

You are eligible for Retention Incentive of **Rs. 30,000/-** payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of **Rs. 1,200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **1. Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). For the current financial year, you and your dependent will be covered under the 'Gold' health plan.

The entitlements under the 'Gold' plan are as follows:

#### **i) Base Cover**

Entitlement – Includes domiciliary expenses up to Rs. 6,000/- per insured person per annum and basic hospitalisation expenses up to Rs. 2,00,000/- per insured person per annum.

Premium – Basic premium for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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## ii) Floater Cover

Floater Cover is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalization benefits.

Entitlement – You and your enrolled dependents will be entitled for Rs.12,00,000/- as a family floater coverage towards hospitalization expenses, over and above the individual basic coverage.

Premium – For Floater Cover, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

The above Health Plan is applicable to you and your dependents for this FY. In the subsequent years, you will have the flexibility to opt for a higher plan from the bouquet of plans offered. The additional premium in case of an upgrade to a higher plan will have to be borne by you.

**\*Note:** The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

### **2. Compensation Benefits under ESI Act / Employees' Compensation Act\*:**

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

\* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

### **3. Maternity Benefits:**

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

### **4. Professional Memberships:**

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

### **5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):**

You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of **Rs. 250/-**

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will be recovered from you. The Trust provides financial assistance by way of grants / loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## **RETIRALS**

### **1. Provident Fund:**

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

You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account.

### **2. Employees' Pension Scheme:**

Your enrolment under the Employees' Pension Scheme will be based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

### **3. Gratuity:**

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

## **Terms of Employment:**

### **1. Relevant Experience:**

As per the recommendation of our management review panel, out of your total experience, **2.4** years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCS (while in service with current employer) till the date of relieving from your current employment will be added to your total & relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

### **2. Probation Period:**

You will be on probation for 90 Days. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

### **3. Working Hours:**

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

### **4. Mobility:**

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites,

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or associated or affiliated companies in India, or outside India, on the terms and conditions as applicable to you at the time of transfer.

#### **5. Increments and Promotions:**

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

#### **6. Alternative Employment:**

As a full-time employee of TCSL, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of TCSL.

#### **7. Confidentiality, Data and Intellectual Property Protection:**

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

The detailed Confidentiality related terms and conditions are set out in Annexure 4.

#### **8. Work in SBWS™ mode:**

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

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

#### **9. Overseas Agreement / International Assignment Agreement:**

If you are on international assignment, you will be covered by the TCSL International Assignment policy from the date of deputation.

Accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s). In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

If you are deputed internationally for training, you will be required to sign an agreement

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to serve TCSL for a minimum period of 6 months on completion of training.

**10. TATA Code of Conduct:**

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

**11. Notice Period:**

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

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

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

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

**12. Retirement:**

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

**13. Employment in India:**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with TCSL. Keeping your permit / permission up to date during the course of employment with TCSL and submitting a valid copy of that to TCSL is your responsibility.

**14. Medical Certificate of Fitness:**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

**15. Background Check:**

Please initiate your background check within 5 days of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online at [www.tcs.com/careers/lateral-hiring](http://www.tcs.com/careers/lateral-hiring) and submit all the relevant documents for background check online.

An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released. Your offer will be subject to a positive clearance of your background check. For more details on BGC documents submission, please refer to Annexure - 2.

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## **16. Joining Documents:**

For a convenient joining process, the joining documents as mentioned in Annexure – 2 should be submitted within 5 days of Offer Acceptance, after due verification against originals. For any clarification on the above, please connect with the point of contact for your joining location as mentioned in Annexure - 3.

## **17. Letter of Appointment:**

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

## **18. Data Privacy:**

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

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

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

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

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

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

## **19. Terms and Conditions:**

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

## **20. Rules and Regulations of the Company:**

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

**21. Compliance to all clauses:**

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle TCS in withdrawing this offer letter at its sole discretion.

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## **Offer Letter Validity**

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

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

**We look forward to having you in our global team.**

Yours Sincerely,

**For TATA Consultancy Services Limited**



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

**Girish Nandimath**

**Global Head -Talent Acquisition**



Encl :

**Annexure 1:** Benefits Gross Salary Sheet

**Annexure 2:** Document Submission

**Annexure 3:** List of TCSL Offices

**Annexure 4:** Confidentiality, Data and Intellectual Property Protection

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**Annexure 1**  
**GROSS SALARY SHEET**

<b>Name</b>	Ms. Aditi Prashant Kulkarni		
<b>Designation</b>	Systems Engineer		
<b>Grade</b>	C1	<b>Relevant Experience</b>	2.4 years

**Table 1: Compensation Details: (All Components are in Rs.)**

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
<b>Basic Monthly</b>	15,000	1,80,000
<b>Bouquet Of Benefits #</b>	26,854	3,22,248
<b>2) Performance Pay</b>		
<b>Monthly Performance Pay</b>	4,200	50,400
<b>Performance Bonus *</b>	2,900	34,800
<b>3) City Allowance</b>	1,200	14,400
<b>4) Annual Components/Retirals</b>		
<b>Health Insurance</b>	NA	7,900
<b>Provident fund</b>	1,800	21,600
<b>Gratuity</b>	722	8,658
<b>Total of Annual Components &amp; Retirals</b>	<b>2,522</b>	<b>38,158</b>
<b>Retention Incentive</b>	NA	30,000
<b>TOTAL GROSS</b>	<b>52,676</b>	<b>6,70,006</b>

# Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis

**Table 2: TCSL defined structure for BoB (All Components in Rs.)**

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>House Rent Allowance</b>	7,500	90,000
<b>Leave Travel Assistance</b>	1,250	15,000
<b>Food Card</b>	500	6,000
<b>Personal Allowance</b>	17,604	2,11,248
<b>GROSS BOUQUET OF BENEFITS</b>	<b>26,854</b>	<b>3,22,248</b>

## Annexure 2

### Document Submission

#### List of BGC and Joining Documents

##### **BGC:**

1. **Address Proof** (Ration card/Landline /Telephone bill/Electricity bill/House Lease Agreement).
  - Present and Permanent Address Proof to be attached (If different then provide separate proof).
  - Mobile phone bill not acceptable as Address Proof.
2. **Identify Proof** (Passport/Voter's ID/PAN card/ Driving License/Aadhar Card).
3. **Education:** Highest Degree/Provisional Degree Certificate & Highest Degree Mark sheets for all semesters.
4. **Previous Employment Proof:**
  - Experience Certificate and Relieving Letter from all previous employer(s). It is mandatory that you submit the relieving and experience certificates from your current employer within 30 days of your joining TCSL. Your BGC status will be positive only after successful completion of employment checks including your current employer.
  - Last 3 Salary Certificates.
  - Resignation acceptance letter from current employer.
5. **Documents to explain gaps during Employment/Education:** Medical records for gap due to medical reasons / Affidavit with Notary Authorization for gap due to other personal reasons.

##### **Joining:**

1. Birth Certificate
2. Standard Xth and XII the mark sheets / equivalents
3. Degree certificate and mark sheets for all semesters
4. Postgraduate Degree certificate and mark sheets for all semesters
5. Passport / Driving License / Ration Card
6. Experience certificate from previous employers indicating the following:
  - Period of employment
  - Technology areas you have worked on
  - Certificates for any training provided by your previous employers in various technologies
  - Release letter and experience letter from current and all previous employers indicating date of release
7. PAN card
8. Medical certificate of fitness
9. Work permit or any other documentation required to take up permanent employment with TCSL
10. Two passport size photographs
11. Aadhar Card

**Please mention your EP Reference number on all the documents and also carry originals of the joining documents for verification. Please take a prior appointment with the Regional Point of contacts mentioned in Annexure - 3.**

## Annexure 3

### Regional Offices

TCS Careers Serviceline: 1800 209 3111 (Monday to Friday: 8:00 AM to 8:00 PM)   Email: <a href="mailto:careers@tcs.com">careers@tcs.com</a>		
<b>Ahmedabad</b> TATA Consultancy Services Limited GARIMA PARK,IT/ITES SEZ, PLOT # 41, Gandhinagar – 382007 Tel: 079 - 61705709	<b>Bangalore</b> Tata Consultancy Services Limited Brigade Bhuwalka Icon ITPL Road Whitefield, Bangalore Karnataka - 560066 Tel: 080 61396172	<b>Bhubaneshwar</b> TATA Consultancy Services Limited IT/ITES Special Economic Zone, Plot 35, Chandaka Industrial Estate, Patia, Chandrasekharapur, Bhubaneshwar 751 024 Tel: 033-66537137
<b>SPOC: Nisha Doshi</b>	<b>SPOC: Sonali Tripathy</b>	<b>SPOC: Rahul Sardar</b>
<b>Joining:</b> <a href="mailto:nisha.ramrakhiyani@tcs.com">nisha.ramrakhiyani@tcs.com</a>	<b>Joining:</b> <a href="mailto:sonali.tripathy@tcs.com">sonali.tripathy@tcs.com</a>	<b>Joining:</b> <a href="mailto:sardar.rahul@tcs.com">sardar.rahul@tcs.com</a>
<b>BGC:</b> <a href="mailto:mumbai.bgc@tcs.com">mumbai.bgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:nandini.shreeg@tcs.com">nandini.shreeg@tcs.com</a>	<b>BGC:</b> <a href="mailto:kolkata.hrtafgc@tcs.com">kolkata.hrtafgc@tcs.com</a>
<b>Chennai</b> TATA Consultancy Services Limited A1 Module, 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tel: 044-66162209	<b>Delhi</b> TATA Consultancy Services Limited 5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 Tel: 011-66506283	<b>Hyderabad</b> TATA Consultancy Services Limited Deccan Park No.1, Software Units Layout, Madhapur, Hyderabad 500 081 Tel: 040-66673510
<b>SPOC: Dominica Lourdu</b>	<b>SPOC: Brinda Jha</b>	<b>SPOC: Priyanka Kumar</b>
<b>Joining:</b> <a href="mailto:dominica.lourdu@tcs.com">dominica.lourdu@tcs.com</a>	<b>Joining:</b> <a href="mailto:brinda.jha@tcs.com">brinda.jha@tcs.com</a>	<b>Joining:</b> <a href="mailto:kumar.priyanka@tcs.com">kumar.priyanka@tcs.com</a>
<b>BGC:</b> <a href="mailto:chennai.hrtafgc@tcs.com">chennai.hrtafgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:delhi.bgc@tcs.com">delhi.bgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:hyderabad.hrtafgc@tcs.com">hyderabad.hrtafgc@tcs.com</a>
<b>Kochi</b> TATA Consultancy Services Limited TCS Centre SEZ Unit, Infopark PO, Kochi - 682042,Kerala Tel: 0484-6187117	<b>Kolkata</b> TATA Consultancy Services Limited ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town Calcutta - 700156, West Bengal Tel: 033-66537137	<b>Lucknow</b> TATA Consultancy Services Limited TCS Awadh Park, Vibhuti Khand, Gomti Nagar Lucknow 226 010 Tel: 0522-6661135
<b>SPOC: Archana Johnson</b>	<b>SPOC: Rahul Sardar</b>	<b>SPOC: Brinda Jha</b>
<b>Joining:</b> <a href="mailto:archana.johnson1@tcs.com">archana.johnson1@tcs.com</a>	<b>Joining:</b> <a href="mailto:sardar.rahul@tcs.com">sardar.rahul@tcs.com</a>	<b>Joining:</b> <a href="mailto:brinda.jha@tcs.com">brinda.jha@tcs.com</a>
<b>BGC:</b> <a href="mailto:nandini.shreeg@tcs.com">nandini.shreeg@tcs.com</a>	<b>BGC:</b> <a href="mailto:kolkata.hrtafgc@tcs.com">kolkata.hrtafgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:lucknow.hrtafgc@tcs.com">lucknow.hrtafgc@tcs.com</a>
<b>Mumbai</b> TATA Consultancy Services Limited Atithi Building, Yantra Park, Pokhran Road No. 2, Subhash Nagar, Thane West 400601 Tel: 022-67782616	<b>Pune</b> TATA Consultancy Services Limited Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune 411 057 Tel: 020-67943058	<b>Thiruvananthapuram</b> TATA Consultancy Services Limited Peepul Park, Technopark Campus, Kariyavattom P.O. Thiruvananthapuram 695 581 Tel: 0471-6624569
<b>SPOC: Abhishek Shukla</b>	<b>SPOC: Harsh Thakkar</b>	<b>SPOC: Archana Johnson</b>
<b>Joining:</b> <a href="mailto:abhishek1.shukla@tcs.com">abhishek1.shukla@tcs.com</a>	<b>Joining:</b> <a href="mailto:harsh.thakkar2@tcs.com">harsh.thakkar2@tcs.com</a>	<b>Joining:</b> <a href="mailto:archana.johnson1@tcs.com">archana.johnson1@tcs.com</a>
<b>BGC:</b> <a href="mailto:mumbai.bgc@tcs.com">mumbai.bgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:pune.hrtafgc@tcs.com">pune.hrtafgc@tcs.com</a>	<b>BGC:</b> <a href="mailto:nandini.shreeg@tcs.com">nandini.shreeg@tcs.com</a>

## TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021.

## **Annexure 4**

### **Confidentiality, Data and Intellectual Property Protection**

#### **1. Confidential Information**

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

- a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate’s association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS) .
- c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- d) Customer and prospective customer lists, and
- e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

#### **2. Associate’s Obligations**

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

#### **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential

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

#### **4. Prior knowledge**

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

#### **5. Use of Third-Party material**

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

- a) Use any Third-Party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.
- b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area,

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technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

- i. Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND
  - ii. TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third-Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.
- c) Knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third-Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity.

## **6. Security policies and Guidelines.**

- 6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.
- 6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained, acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:
- a) Process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
  - b) Abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;
  - c) Promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
  - d) Promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS' prior written consent;

- e) Not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;
  - f) Upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and
  - g) Promptly bring to TCS' notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.
- 6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use Third-Party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such Third-Party services provider or sub-contractor's compliance with TCS' obligations hereunder.

## **7. Working in SBWS™ Framework:**

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

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

- a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.
- c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.
- d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- f) will be using the Company allotted laptop or similar authorized computing device

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(together called “official asset”) only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

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

## **8. Restriction on Associate’s Rights**

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

## **9. No License**

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

## **10. Equitable Rights**

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

## **11. General**

- a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration

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clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

- c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.
- e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of employment of the Associate with TCS and shall continue thereafter in perpetuity.

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17-03-2021  
Akshay Mahajan

Dear Akshay,

This is with reference to the various discussions you had with us.

Congratulations!!!

We are pleased to offer you the position of **Sr. Executive - Operations** at **Pune**. Your annual compensation will be as stated below-

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	153600	12800
House Rent Allowance	61440	5120
Children Education Allowance	4800	400
Statutory Bonus	12792	1066
Health Club Facility Reimbursement	7500	625
Special Allowance	143868	11989
<b>Gross Salary</b>	<b>384000</b>	<b>32000</b>
Provident Fund	21600	1800
Gratuity	7380	615
Mediclaime Insurance	3000	250
<b>Total Pay</b>	<b>415980</b>	<b>34665</b>
<b>Total CTC</b>	<b>415980</b>	

You are requested to join us latest by 19-03-2021, beyond which this offer stands canceled unless either party communicates the said delay beforehand. We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company's expansion.

Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please send us a written confirmation on the offer acceptance with a joining date.

On reporting please bring the following-

- Pan Card is Mandatory (Original & 1 Photocopy)
- Address Proof: Aadhar Card (Original & 1 Photocopy)
- Graduation Certificate (Original & 1 Photocopy)
- 3 Salary Slips of the current Company (Original & 1 Photocopy)
- Experience Letters (Original & 1 Photocopy)
- Relieving Letters (Original & 1 Photocopy)
- 4 Passport Size Photographs
- Canceled check / Passbook of an active account (for Bank a/c no. & IFSC code)
- UAN number for PF account

We look forward to a mutually rewarding relationship.

For DIGITAL AGE RETAIL PVT. LTD.



Gaurav Suresh Chindarkar  
Manager - Human Resources

**Digital Age Retail Private Limited**

Registered Office

3rd Floor, Rajashree Business Park, Plot No-114, Survey No.-338, Tadiwala Road, Sangamwadi, Pune-411001

Date:19-Nov-2021

To

Farida Anjum Shaikh  
INDIA

Dear Farida Anjum Shaikh,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as **JUNIOR ENGINEER** in the salary grade **C** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Pune (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Pune will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during training period.



Shaikh Farida Anjum Abdul Wahid (Nov 22, 2021 15:54 GMT+5.5)



2.3. The period of Orchard Learning Programme is about **60 days** and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.4. The other terms and conditions of your appointment at Mindtree are listed in the annexures hereto. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.5. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Additional details and terms and conditions in this regard shall be communicated to you for your perusal and acceptance prior to your date of your joining. Your employment with Mindtree shall be subject to your acceptance of the terms of the Service Agreement.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities.

- a) Signed Service Agreement in original;
- b) 10th, 12th and graduation (all semesters) mark sheets originals;
- c) Degree completion/provisional certificate original;
- d) Pan card original;
- e) Aadhaar card original; and
- f) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus.offers@mindtree.com](mailto:campus.offers@mindtree.com).

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,

**For Mindtree Limited**

**Rosalee M Kombial**  
**Vice President-People Function**

Shaikh Farida Anjum Abdul Wahid (Nov 22, 2021 15:54 GMT+5.5)

**Date: 06 January 2021**

**AFTR/HR/A21/175**

**Ms. Komal Mukhekar**

**Associate Software Engineer**

**AFT00612**

**A Four Technologies Pvt. Ltd.**

**Performance Appraisal 2021**

Dear **Komal**,

Post the appraisal for the period January 2020 to December 2020, we are pleased to inform you that your designation has been changed to "**Software Development Engineer-Test**". Your compensation and benefits package have been revised with effect from **1 January 2021**.

**Compensation & Benefits:**

Your new annual cost to the company for the year 2021 is **Rs "575004/-" (Five Lakhs Seventy Five Thousand and Four Only)**. Details of the same are attached herewith (Annexure I)

Your role during the new year calls for added responsibilities and sets higher levels of expectations, commitments and contributions from you.

Please note that your compensation is strictly confidential, and we refrain you from sharing this information with others.

We look forward to your best contributions and association.

ANNEXURE I

<b>Total Compensation Structure (W.E.F- 1 January 2021)</b>		
<b>Name: Komal Mukhekar</b>	<b>Emp ID:AFT00612</b>	
<b>Component</b>	<b>Monthly</b>	<b>Annual</b>
Basic	27313	327756
HRA	13657	163884
Basket Reimbursements (Petrol, Telephone/ Mobile/ Broadband / Books & periodicals – as per entitlements)	1250	15000
Personal Pay	1166	13992
LTA	2731	32772
<b>Gross</b>	<b>46117</b>	<b>553404</b>
Provident Fund (Employer's contribution)	1800	21600
<b>Cost to Company</b>	<b>47917</b>	<b>575004</b>
<b>Standard Deduction</b>		
<b>Employee PF</b>		1800
<b>PT</b>		200
<b>Net Salary</b>		<b>44117</b>
<b>Non-Reimbursable Benefits</b>		
Gratuity as per statutory compliance, Corporate Floater Mediclaim Policy for Self and Group Personal Accident for Self.		
The above compensation will be subject to the standard deduction of income tax and other statutory deductions at source as per the applicable laws. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.		

Payment of allowances / reimbursement of expenses for the official / project related work would be subject to production of bills and would be governed by the organizational policies. These would also be subject to taxes as per the prevalent rules.

- Non-Reimbursable Benefits

These benefits are made available to employees while in employment of AFour.

- Other deductions, as applicable.

For effective tax saving, you have been offered basket of reimbursements and Food coupons. To avail reimbursement benefits you have to submit / upload bills in original. Forged bills will be subject to disciplinary action. LTA will be treated as taxable income; you can claim for tax exemptions while filing your individual returns.

Your insurance will be borne by AFour as per the current Insurance policy of the company. The medical insurance premium deductions will be applicable if you add your spouse/kids/ parents/in- laws (The deduction/payment will be done accordingly).

You will be notified about your insurance premium amount at the start of insurance period, for any further details please contact HR.

**Notice Period:**

In the event of your resignation or termination of services, either side will have to give 60 days' notice.

All other terms and conditions of employment remain the same as per the previous letter given to you by AFour unless otherwise changes in this letter.

Your next performance review will be in the month of **January 2022**.

**For AFour Technologies Pvt. Ltd.**

CHADHA  
NEHA  
RAVISH

Digitally signed by CHADHA NEHA RAVISH  
DN: c=IN, st=Maharashtra,  
2.5.4.205c2466533145367385111683a31c8667f4429  
b30fb39cf3881493ad6665375, postalCode=411058,  
street=FLAT NO 2, 5NEHA COMPLEX WING A, 119  
TOWERS NEAR CPJA FOUNDATION WARDLE PUNE,  
serialNumber=abd1e6d390ee3944454abebd5d99c3d4  
6d681cb9790882016c39b6b214e5270, o=Personal,  
ou=CHADHA NEHA RAVISH,  
pseudonym=24909f34c62c52b059fb5657389bbed  
Date: 2021.01.07 15:17:12 +05'30'

**Neha Chadha**  
**HR - Manager**

Date: 25.11.2021

## Appointment Letter

**Mr. Shubham Prafull Joshi**

Employee ID: **146196**

Unit: **SBU1**

Dear **Shubham**,

This is with reference to your application and subsequent interviews you had with us. We are pleased to appoint you in our company with effect from 25.11.2021 as:

Designation: **Trainee**

Grade: **A Grade**

The broad terms of this appointment are as follows:

1. You are being hired for our **PuneHinj-Phase3**. Please note that you may be required to work at any other location for specific assignments, depending on exigencies of work.
2. Your Total Target Compensation will be **INR 600,000.00/-** and the compensation package will comprise of the components specified in ANNEXURE A & B.
3. Compensation structure as well as the structure governing grade/designation is liable for modification from time to time at company's sole discretion.
4. For fulfilling the company's business needs from time to time, you may be transferred; assigned or deputed to the locations of the clients of the company, or locations of the group companies or subsidiaries of the company as a representative of KPIT Technologies Limited or of its group companies.
5. The company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between KPIT Technologies Limited & customer for you moving to customer's roll etc.
6. You will be entitled to paid leave as per company policy.
7. You will be bound by the company policies which will be communicated to you, from time to time. It will be your responsibility to keep yourself abreast of the same and comply with code of conduct & all the company policies.
8. You will not undertake any representation or employment, retainership, assignment, apprenticeship / traineeship, consultancy engagement or in any other manner whatsoever, or carry out any other profession / business / activity / vocation, nor engage in any such activities (even if such association, activity, etc. is on part-time basis) for any other company while in the employment of KPIT Technologies Limited.
9. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work/ work in any shift as required.
10. During the course of your assignment, you will deal with some important or confidential information and/or material either of the company or of the client. It is understood that you will not part with this information to anyone at any point of time without the written consent of the company.
11. You will be responsible for the proper care of all hardware, software and other related valuables entrusted to you.



**KPIT Technologies Limited**

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan,  
Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

**O** +91 20 6770 6000  
**E** info@kpit.com  
**W** kpit.com

12. You will be required to read and comply with the confidentiality undertaking of the company.
13. Your continued appointment will be based on several factors which will be reviewed from time to time, including, the accuracy and completeness of all the information mentioned in your application and the interviews you had with us, your flexibility in taking on assignments which are allotted to you after due discussions and your overall performance in the company. If the company finds the information provided by you at the time of employment to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment and the company will not be liable to make any payment lieu of the notice period.
14. In case your performance is not satisfactory, the Company has the right to initiate strict actions deemed fit.
15. This appointment may be ended by either side with a notice period of 90 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period. In case you resign at your own will, the company reserves the right to release you prior to the notice period of 90 days, taking into consideration business needs and work exigencies and the company will not be liable to make any payment lieu of the notice period.
16. The company also reserves the right to recover the costs of any specific expenditure incurred at the time of joining (relocation expenses, joining bonus etc. if any), either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfill your part of the obligation, either to travel or to complete the assignment.
17. In case your services are terminated by the company for any reason whatsoever including termination due to breach of the existing policies or for any kind of misconduct, then the company may take the decision of releasing you with immediate effect and will not be liable to pay the notice payment for the full or balance notice period.
18. The company has taken you on rolls on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.
19. You are required to submit all documents that have been detailed in the offer letter, to the company within 30 calendar days of your date of joining. In the event that you do not submit all the required documents as detailed in the offer letter within this time period, the discretion to terminate your services (the employment relationship may be treated as 'void ab initio') rests with the company and you will be bound by any such decision.
20. During the term of this agreement, you shall devote as much of your productive time, energy, and abilities to the performance of your duties hereunder as is necessary to perform the required duties in a timely and productive manner.
21. Limitations on Authority: Under the general terms and conditions of employment relationship between you and the company, you are not authorized to and must not, at any time:
  - i. Trade on your own account by pledging the credit of the company.
  - ii. Enter into any transaction of a speculative or gambling nature or otherwise subject the company to any risk.
  - iii. Enter into any commitment, dealing or obligation on behalf of the company, except to the extent you are for the time being empowered by a resolution of the Board of Directors of the company, or otherwise specifically authorized by a competent senior functionary of the company.
22. For a period of one (1) year following your separation from KPIT Technologies Limited, you shall not, directly

A handwritten signature in blue ink that reads 'Shubham'.

or indirectly, hire, solicit, or encourage to leave the company's employment, any employee, consultant, or consultant of the company or hire any such employee, consultant or consultants of company who has left the company's employment or contractual engagement within one year of such employment or engagement. You shall not solicit/entice the customers of KPIT Technologies Limited, for a period of two (2) years from the date of separation from KPIT Technologies Limited.

23. Any dispute concerning the subject matter of the present appointment letter or Confidentiality & IPR Assignment Undertaking or the breach, termination or validity or thereof which shall include but not limited to issue as the interpretation, operation, or effect of any clause contained in it or any other difference arising (a "Dispute") shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the sole arbitrator to be appointed mutually.
24. In case, the Arbitrator is not appointed mutually, the dispute shall be referred to the sole arbitrator that shall be appointed by the High Court of Judicature of Bombay on an application in that behalf by either of the party as per the provisions of the Arbitrations and Conciliations Act 1996. The place of arbitration shall be the city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India. However, in case of any difference on provisions of law in State Law and Central Law on a particular subject, state laws applicable in state of Maharashtra shall prevail.

All decisions and awards rendered by the Arbitrator will be final and binding upon the parties and can be enforced as per the provisions of law.

We welcome you to the organization and look forward to a long and fruitful association.

Kindly sign the attached copy of this appointment letter by way of confirmation.

Sincerely yours,

For: **KPIT Technologies Limited**

A handwritten signature in blue ink that reads 'R K Singh'.

**Rajesh Kumar Singh**  
Global Head - HR

A handwritten signature in blue ink that reads 'Shubham'.

**Agreed & Accepted**  
(Shubham Prafull Joshi)

A handwritten signature in blue ink that reads 'Shubham'.

### Annexure A

<b>Name</b>	Shubham Prafull Joshi
<b>Employee ID</b>	146196
<b>Date of Joining</b>	25.11.2021
<b>Grade</b>	A Grade
<b>Designation</b>	Trainee
<b>Components</b>	<b>Amount (in INR)</b>
Basic Salary	198,000.00
House Rent Allowance	99,000.00
Monthly Bonus	39,600.00
Employer's contribution to Provident Fund	23,760.00
Flexi Basket**	0.00
Other Allowance	131,640.00
Special Allowance	108,000.00
<b>Fixed Compensation**</b>	<b>600,000.00</b>
Skill Allowance	0.00
<b>Other Compensation</b>	<b>0.00</b>
<b>Monthly Total</b>	<b>0.00</b>
<b>Total Target Compensation</b>	<b>600,000.00</b>
Notional Provision for Statutory Gratuity****	9,524.00
Employer's contribution to Insurance Premium*****	5,200.00
<b>Other Benefits</b>	<b>14,724.00</b>
<b>Cost to Company</b>	<b>614,724.00</b>

Note: All the amount mentioned above are per annum.

\* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

\*\* Fixed compensation is payable subject to adherence of all applicable policies of the organization.

\*\*\* The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.



### Annexure B

Components	Amount (in INR)
Hostel Allowance	0.0
Meal Allowance	0.0
Professional Development Reimbursement	0.0
Children's Education Allowance	0.0
Employer's contribution to NPS	0.0
Leave Travel Assistance	0.0
<b>Flexi Basket*</b>	<b>0.00</b>
Notional Provision for Statutory Gratuity**	9,524.00
Employer's contribution to Insurance Premium***	5,200.00
Employer's contribution to ESIC	0.00
Special Benefits	0.00
<b>Other Benefits</b>	<b>14,724.00</b>

\*You have an option of restructuring your Flexi Basket components from 1st to 15th of the succeeding month of your joining, based on your tax planning (the amounts changed will be adjusted in the Additional Allowance). The amounts under flexi allowance are taxable in case of no supporting receipts or expense bills, except for Meal Allowance.

1. Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.
2. All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.
3. Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

\*\* As per Payment of Gratuity Act.

\*\*\* The amount mentioned is an indicative average cost incurred by Company towards Group Medclaim, Group Personal Accident and Group Term Life Insurance premium.

Note: The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Sincerely yours,

For: **KPIT Technologies Limited**



**Rajesh Kumar Singh**  
Global Head - HR



**Agreed & Accepted**  
(Shubham Prafull Joshi)



REF:RD:HRD:ISMT  
October 1, 2021

CONFIDENTIAL

Mr Dnyaneshwar Shivaji Satpute  
A/P Khatgaon (Takli)  
Tal. Nagar  
Dist. Ahmednagar - 414 103

Dear Mr Satpute,

**Subject: Appointment as 'Executive (PTD)'**

With reference to your application and the subsequent offer made to you, we are pleased to appoint you as 'Executive (PTD)' in Level 5.3 at our Works in Ahmednagar. This appointment will be with effect from 1<sup>st</sup> October 2021.

The terms and conditions of your employment are as follows:

1. The break-up of your CTC is as below:

<b>Salary Head</b>	<b>Amount Rs.</b>
Basic	13720
HRA	6860
Rating Allowance	686
Performance Allowance	1372
Conveyance Allowance	1372
LTA	1143
Medical Allowance	1143
Provident Fund	1646
Superannuation	2058
<b>Total Gross PM</b>	<b>30000</b>
<b>Annualized CTC</b>	<b>360000</b>

2. You will be on probation for an initial period of 12 months from the date of appointment. At the end of this period you will be confirmed, if your services are found to be satisfactory and up to the standard required by the Company, in the permanent cadre of the Company. The Company reserves the right of being the sole judge of this evaluation.
3. Your services are transferable anywhere in the Indian Union and/or to any of the Associates or Subsidiaries of the Company. As a result of this transfer, your service conditions will not be affected.

**KINETIC ENGINEERING LIMITED**Factory : Nagar - Daund Road,  
Ahmednagar - 414 001.Tel. : +91 - 0241 - 2470612 / 13 / 14  
Fax : +91 - 0241 - 2470557

Website : www.kineticindia.com

KEL/HR/INCR/21

**"PRIVATE & STRICTLY CONFIDENTIAL"**

Jun 23, 2021

Emp. Name : Avinash Natha More  
Emp. No. : 24227  
Grade : 05  
Designation : ENGINEER  
Department : KEL UNIT - 2

Dear Avinash,

The Management strongly believes that its greatest assets are its employees who continue to upgrade themselves and become Knowledge Workers/ Managers /Leaders. Accordingly, we appreciate the sincere efforts put in by our team members to help Kinetic achieve greater heights.

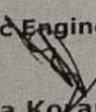
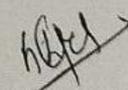
The Management is pleased to grant you an Increment/Promotion of Rs. 2065/- per month in your salary w.e.f. 1<sup>st</sup> July, 2021. Accordingly your revised monthly salary and allowances in the Grade 05 will be as under.

Particulars	Existing CTC Per Month	Revised CTC Per Month
GRADE	05	05
DESIGNATION	ENGINEER	ENGINEER
Basic	5500	5500
HRA	2200	2200
Education Allow	300	300
Conveyance Allow	1600	1600
Incentive in Lieu of Bonus	1000	1000
Performance/Duty Allow	2792	4400
Total Gross -A	13392	15000
Leave Travel Allow	0	0
Medical Allow	0	0
Total Reimbursement -B	0	0
Provident Fund Co Contribution	1343	1800
Gratuity as per act	265	265
Retirement Benefit - C	1608	2065
CTC Per Month	15000	17065

The Management sincerely hopes that you will appreciate this spirit of sharing and continue to put in your best efforts to enable your TEAM UNIT and Organization to attain greater glories while learning and growing professionally as well as personally.

Please sign on the duplicate copy of this letter as a token of your acceptance.  
Best Regards,

For Kinetic Engineering Ltd,

  
Chaitanya Koranne  
Chief Executive Officer  
R R Ghogare  
GM Head HR & Admin

Date: 27 September 2021

To,

Mr. Vishal Deshmukh

Mo No: 8999281171

Email ID:-vishaldm00@gmail.com

Sub: **LETTER OF OFFER**

We are pleased to inform you that you have been selected for the post of **IMM OPERATOR**. You will be offered a total compensation package of **Rs.16, 000/- (CTC) /Month** you will be on **Probation** period of **6 months**. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22 September 2021**.

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

You are advised to bring the following documents – original as well one photocopy each at office.

- 1) Experience & academic qualification certificates for all the past assignments.
- 2) No dues & relieving letter from the past employer.
- 3) Last salary slip / certificates / Testimonials.
- 4) Proof of residential address.
- 5) Photographs – 2 Nos.

Please note that we shall return the original documents after verification, while retaining the photocopies. At this juncture, we extend our warm welcome to our company & convey our best wishes.

Yours truly,

FOR SAIDEEP PRECISION PRIVATE LIMITED.

*Broth*  
AUTHORISED BY

Dear Sir,

I hereby accept the above offer & will

Join the company on.....

(sign)



Date: 16<sup>th</sup> September 2021

To,  
Abrar Bagwan  
bagwanabrar123@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

You are advised to bring the following documents – original as well one photocopy each at office.

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- 5) Photographs – 2Nos.

Please note that we shall return the original documents after verification, while retaining the photocopies. At this juncture, we extend our warm welcome to our company & convey our best wishes.

Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Altamash Ajaj Tamboli  
[tambolialtamash7868@gmail.com](mailto:tambolialtamash7868@gmail.com)

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22<sup>th</sup> September 2022**.

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- 5) Photographs – 2Nos.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Deotarse Sarthak Sanjay  
sarthaksd.1112@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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- 5) Photographs – 2Nos.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date:21 September 2021

To,  
Devkar Akshay Balasaheb

**Sub:Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **25th September 2021.**

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

You are advised to bring the following documents – original as well one photocopy each at office.

- 1) Experience & academic qualification certificates for all the past assignments.
- 2) No dues & relieving letter from the past employer.
- 3) Last salary slip / certificates / Testimonials.
- 4) Proof of residential address.
- 5) Photographs – 2Nos.

Please note that we shall return the original documents after verification, while retaining the photocopies. At this juncture, we extend our warm welcome to our company & convey our best wishes.

Yours truly,

**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Authorized by

Dear Sir,

I hereby accept the above offer & willJoin the company on25th September 2021.



Signature

Date: 16<sup>th</sup> September 2021

To,  
Dinesh Vasnt Sonawane  
dineshsonawane701@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

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- 5) Photographs – 2Nos.

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 21 September 2021

To,  
Harale Rohan Rajendra

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.16,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **25th September 2021**.

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Yours truly,

Authorized by

**AV-TECH ENGINEERING**  
**FABRICATORS, PCMC**

Dear Sir,

I hereby accept the above offer & will Join the company on 25th September 2021.



Signature

Date: 16<sup>th</sup> September 2021

To,  
Palve Preeti jagadish  
prtipalve0@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Rohit Umesh Wazarkar  
rohitwazarkar17899@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Sagar Godharam Gawade  
sagargawade4545@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Sarthak Sanjay Deotarse  
sarthaksd.1112@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shafin Shaikh  
shaikhshafin634@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Amir Ahmed Ansar  
aaashaikh86@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Ashar Aejaaz  
ashar786.sa@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Owes Aslam  
shaikhowes2345@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

You are advised to sign the second copy of this letter in acceptance of our offer letter & return the same to us for our records.

You are advised to bring the following documents – original as well one photocopy each at office.

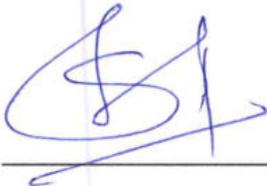
- 1) Experience & academic qualification certificates for all the past assignments.
- 2) No dues & relieving letter from the past employer.
- 3) Last salary slip / certificates / Testimonials.
- 4) Proof of residential address.
- 5) Photographs – 2Nos.

Please note that we shall return the original documents after verification, while retaining the photocopies. At this juncture, we extend our warm welcome to our company & convey our best wishes.

Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Sajeed Hanif  
sajeedshaikh592@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Shafin Aklim  
shaikhshafin634@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

Authorized by



Signature

Date: 16<sup>th</sup> September 2021

To,  
Shaikh Shaharukh Chand  
shaikhsc1999@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date:16<sup>th</sup> September 2021

To,  
Shaikh Shahidsajid  
shaikhshahids999@gmail

**Sub:Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 16<sup>th</sup> September 2021

To,  
Shirsat Deepak Dnyandeo  
deepakshirsat1999@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 16<sup>th</sup> September 2021

To,  
Swapnil Suresh Pathare  
swapnilpathare169@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022.**

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature

Date: 16<sup>th</sup> September 2021

To,  
Yogesh Machhindra Mandhare  
mandharey10@gmail.com

**Sub: Letter of Offer**

We are pleased to inform you that you have been selected for the post of Trainee Engineer. You will be offered a total compensation package of **Rs.18,000/- (CTC)/Month** you will be on Probation period of 6 months. You will have to adhere to the company's prevailing rules, regulation, and norms. You should join the duty on or before **22th September 2022**.

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Yours truly,

**SANVITECH ENGINEERS**

\_\_\_\_\_  
Authorized by



\_\_\_\_\_  
Signature



# Offer Letter

Date: 26th Sept 2022

**Ms. Aishwarya Vyas,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

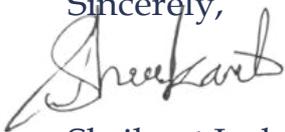
You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,



Shrikant Joshi  
HR Manager



I accept

Ms. Aishwarya Vyas





# E-GOVERNANCE SOLUTIONS PRIVATE LIMITED

Dear **Ganesh Dilip Gaikwad**,

Greetings of the Day!!

We have pleasure in informing you that, you have been selected as **Junior Engineer-Degree** for the Project of **Rural Water Supply Dept., Ahmednagar ZP** on the role of E-governance Solutions as per the agreement between CSC-SPV & Rural Development Department of Maharashtra Government.

You will be deployed at **Karjat** Block under **Ahmednagar** District office with effect from date **9<sup>th</sup> Mar 2022** which will be mentioned on your joining report (Ruju Ahwal) and which needs to be confirmed & approved by respective District's Officer or CEO/DY CEO or any other signing authority/s appointed by government.

Your monthly **Gross Salary** will be **Rs.20273/-** & **Net In Hand Salary** will be **Rs.19921/-** for the above said post.

**This Offer Letter is valid only after signed & approved Joining Report (Ruju Ahwal) by respective authorities; further necessary Joining formalities will be completed in due course of time. The Appointment Letter along with Salary Structure will be issued to you accordingly.**

Based upon your signed & approved Joining Report (Ruju Ahwal) by respective authorities, further necessary joining formalities will be completed in due course of time. The Appointment Letter along with Salary Structure will be issued to you accordingly.

You are requested to confirm your acceptance of this letter by sharing the signed copy of same & forward the scanned copy to email id [hrcoord2@egovernancesolutions.com](mailto:hrcoord2@egovernancesolutions.com).

For EGovernance Solutions

Authorized Signatory

**Authorised Associate of CSC SPV for Rural Development Department Project**

Address: 301, 3rd Floor, Dalamal Tower, Free Press Journal Road,  
Nariman Point, Mumbai - 400021 | CIN No.: U72200PN2010PTC137064  
[info@egovernancesolutions.com](mailto:info@egovernancesolutions.com) | [www.egovernancesolutions.com](http://www.egovernancesolutions.com)



LIFE SEASONS DEVELOPMENT LLP  
557/A/11B Sadgurukripa bld, Office 6,  
2<sup>nd</sup> Floor, Gultekdi, Pune 411037  
MO:020 29805333



18<sup>th</sup> April 2022

Mr. Nagesh Raut

**Subject: Appointment for post of "Billing /Site Engineer".**

Dear Mr. Nagesh Shantilal Raut,

We are pleased to offer you, the position of "Billing / Site Engineer" with Life Seasons Development LLP. on the following terms and conditions:

**1. Commencement of employment:**

Your employment will be effective, as of 18<sup>th</sup> April 2022.

**2. Job title:**

Your job title will be "Billing /Site Engineer", and you will report to the management.

**3. Salary:**

Your salary and other benefits will be Rs.20,000/- per month (Take Home).

**4. Place of posting:**

You will be posted at Pune. You may however be required to work at any place of business which the Company has, or may later acquire.

**5. Hours of Work:**

The normal working days are Monday through Saturday. The normal working hours are start from 9.30 AM, and if necessary for additional hours depending on your responsibilities.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Mr. Bhushan Rathod.

Authorized Signatory





# Offer Letter

Date: 26th Sept 2022

**Mr. Afroj Shaikh,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Afroj Shaikh





# Offer Letter

Date: 29th Sept 2022

**Mr. Ajinkya Dhonde,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

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Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

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Welcome to our team!



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The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Ajinkya Dhonde





# Offer Letter

Date: 26th Sept 2022

**Mr. Akshay Kharat,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

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We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

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For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Akshay Kharat





# Offer Letter

Date: 26th Sept 2022

**Mr. Akshay Tambe,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

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We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

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We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Akshay Tambe





# Offer Letter

Date: 26th Sept 2022

**Mr. Baban Pawar,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

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For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Baban Pawar





## **APPOINTMENT LETTER**

April 30, 2022

Dear Dipti Gaikwad,

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

### **1. Appointment Details:**

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

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](https://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12** months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

#### **12. Pre Joining Program (PJP):**

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

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

Yours sincerely,  
For **Wipro Limited**,



**Aparna Shailen**  
**General Manager - Human Resources**

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

I shall be reporting for duty on

#### **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

#### **Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polycycleclearinghouse@wipro.com](mailto:polycycleclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## ANNEXURE II

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Dipti Gaikwad, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## ANNEXURE III

### SALARY OFFER SHEET

**Name: Dipti Gaikwad**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

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

**Total Cost to Company per annum****3,50,004**

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

#### **ANNEXURE – IV**

##### **Bonus Details**

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

<b>Year</b>	<b>Bonus</b>
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

## **ANNEXURE – V**

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

## **ANNEXURE – VI**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

### **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

#### **Basic, Additional Allowance and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax

exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

## **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

## **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

## **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

## **5. New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

## **Retirement Benefits:**

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

## **Travel, Accommodation, Food & Other Miscellaneous Expenses**

### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

### **SUMMARY SOCIAL SECURITY & OTHER BENEFITS\***

#### Medical

1. Medical Assistance Program (MAS)\*\*: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept

Decline

Signature Dipti Gaikwad 30/4/2022 10:00 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com



Ms. Dipti Gaikwad

20/9/2022

**INTERNSHIP OFFER LETTER**

Dear Dipti,

Xcaliber Infotech is pleased to offer you an educational internship opportunity as a Team Intern. You will report to the office on **26<sup>th</sup> September 2022**.

As you will be receiving academic credit for this position, you will be paid a stipend of Rupees **₹ 15,000** per month. You will receive this stipend only at the end of your internship term. Additionally, students do not receive any other benefits as part of their internship program. For this position, you will be required to assist and work along all the platforms and technologies as per the project demand. Your assignment will conclude after 3 months (26th Sept 2022 – 23<sup>rd</sup> Dec 2022). Also note, the Internship period may extend up to 6 months depending upon the project requirement. Please review and sign to confirm your acceptance of the offer.

Sincerely,

**For Xcaliber Infotech Pvt. Ltd.**



**Ameya Kandalkar**  
Director

I accept the above offer,

Signature & Date



# Offer Letter

Date: 26th Sept 2022

**Mr. Hrutik Patil,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Hrutik Patil





# Offer Letter

Date: 27th Sept 2022

**Mr. Onkar Devkar,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Onkar Devkar





# Offer Letter

Date: 27th Sept 2022

**Mr. Onkar Devkar,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Onkar Devkar





# Offer Letter

Date: 26th Sept 2022

**Mr. Onkar Shinde,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



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**Absconding:**

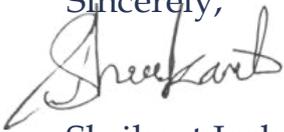
You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,



Shrikant Joshi  
HR Manager



I accept

Mr. Onkar Shinde





# Offer Letter

Date: 27th Sept 2022

**Mr. Pavan Patil,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

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The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Pavan Patil



01st Nov 2022

**Offer Letter**

To

**Ms. Pooja Shejul**

Dear Pooja,

**Congratulations on being selected to be a part of the Xcaliber Family!!**

With reference to your application and subsequent interviews and discussions with us, we are pleased to offer you a position with **Xcaliber Infotech Pvt. Ltd.** The details of terms and conditions of the offer are as enlisted below:

1. **Designation and Role:** You will be designated as **"Junior Software Developer"**.
2. **Date of commencement of Employment:** **02<sup>nd</sup> November 2022**
3. **Place of Work:** You will be working from **Pune**, office\* **Situated at, The Pavilion, 10th Floor, Gate no. 3, Senapati Bapat Road, Pune, Maharashtra 411016.** (\*The office location may be subject to change as per needs of the business and work and are liable to be changed.)
4. **Compensation and Benefits:** You will be entitled for pay and compensation as given below:
  - a. **Annual CTC:** Your Annual Compensation would be **₹ 10,00,000 (Ten Lakh only)**
  - b. **Compensation Confidentiality:** Your Compensation is strictly confidential and shall not be discussed and/or divulged with anyone for any reason.
  - c. **Detailed Compensation Structure:** A detailed compensation break-up structure is given in **Annexure A.**
  - d. **Employment Agreement and Terms and Conditions:** Details of Employment agreement and terms and conditions of employment are enlisted in **Annexure B**

Please read this document carefully and thoroughly and sign on the second copy to indicate your acceptance of this Employment agreement and terms and conditions mentioned herein.  
We look forward to having you aboard!!!

**For Xcaliber Infotech Pvt. Ltd.**



**Ameya Kandalkar**  
Director



# Offer Letter

Date: 29th Sept 2022

**Mr. Prasad Deshmukh,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

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Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

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The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi  
HR Manager



I accept

Mr. Prasad Deshmukh





# Offer Letter

Date: 28th Sept 2022

**Mr. Rahul Chitale,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

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Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

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**Absconding:**

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The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Rahul Chitale





# Offer Letter

Date: 26th Sept 2022

**Mr. Rameshwar Gaikwad,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

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**Absconding:**

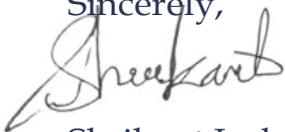
You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,



Shrikant Joshi  
HR Manager



I accept

Mr. Rameshwar Gaikwad





# Offer Letter

Date: 27th Sept 2022

**Mr. Rameshwar Shinde,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

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The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Rameshwar Shinde





## **APPOINTMENT LETTER**

April 20, 2022

Dear Rushikesh Bansode,

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

### **1. Appointment Details:**

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

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](https://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12** months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

#### **12. Pre Joining Program (PJP):**

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

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

Yours sincerely,  
For **Wipro Limited**,



**Aparna Shailen**  
**General Manager - Human Resources**

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

I shall be reporting for duty on

#### **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

#### **Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I Rushikesh Bansode, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

**Name: Rushikesh Bansode**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

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

**Total Cost to Company per annum****3,50,004**

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

#### **ANNEXURE – IV**

##### **Bonus Details**

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

<b>Year</b>	<b>Bonus</b>
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
  - a. you being "active" in the services of the company through to retention date as applicable
  - b. your employment has not been terminated for poor performance or for cause prior to retention date
  - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

## **ANNEXURE – V**

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

## **ANNEXURE – VI**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

### **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

#### **Basic, Additional Allowance and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax

exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

## **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

## **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

## **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

## **5. New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

## **Retirement Benefits:**

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

## **Travel, Accommodation, Food & Other Miscellaneous Expenses**

### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

### **SUMMARY SOCIAL SECURITY & OTHER BENEFITS\***

#### Medical

1. Medical Assistance Program (MAS)\*\*: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept

Decline

Signature Rushikesh Bansode 20/4/2022 9:28 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com





# Offer Letter

Date: 26th Sept 2022

**Mr. Sanghratana Navature,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi  
HR Manager



I accept

Mr. Sanghratana Navature





# Offer Letter

Date: 26th Sept 2022

**Mr. Sanket Londhe,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Mr. Sanket Londhe



## OFFER CUM APPOINTMENT AGREEMENT

This Offer-cum-Appointment Agreement (“**Agreement**”) is made on this **7<sup>th</sup>** day of **November**, 2022 (“**Effective Date**”) by and between:

**Ms. Sase Jayshri Maruti**, residing at H.No- Chinchondi Patil, Ahmad Nagar, Maharashtra- 414201. (Hereinafter referred to as “**you**”, “**your**”, “**Employee**”);

**And KFin Technologies Limited**, a company incorporated under the Companies Act, 2013, having its registered office at Selenium, Tower B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Telangana - 500032 (hereinafter referred to as the “**Company**” which expression shall unless repugnant to the context or meaning thereof mean and include its successors and permitted assigns).

The Employee and the Company shall hereinafter collectively referred to as “**Parties**” and individually as a “**Party**”.

### WHEREAS

the Company wishes to engage your service in the manner as set forth in this Agreement.

**NOW, THEREFORE**, in consideration of the foregoing, the mutual covenants, agreements and obligations set forth in this Agreement and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by the Parties to this Agreement, employee and the Company hereby agree to the foregoing and as follows:

#### 1. **Date of joining, posting & location**

You will join the Company on [**14 November 2022**] (“**Date of Joining**”) in the **Company’s** division at **Hyderabad**. For a period of 1 (one) year from the Date of Joining, the Company shall be providing you with the requisite training for the position of [**Software Trainee**] (“**Training Period**”). Subsequent to the completion of the Training Period, you shall be appointed as [**Software Trainee**] for such period unless terminated earlier by you or the Company in accordance with the terms and conditions as contained in this Agreement (“**Term**”). The Company reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected.

#### 2. **Compensation**

You shall be entitled to an all-inclusive annual gross compensation of **8,00,000/- (“Eight Lakhs Rupees Only”)**. A detailed break-up of your Compensation structure is given in Annexure I to this Agreement. The Compensation package shall be governed by the

policies and guidelines of the Company presently applicable and as may be modified from time to time.

Further, the Compensation is a private and confidential matter and you are advised to maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or public at large.

### 3. **Notice period**

Subject to Clause 4 below and after the completion of the Training Period, you may terminate this Agreement during the Term upon the issuance of 90 (ninety) days' notice to the Company, or payment of 3 (three) months' salary in lieu of such notice thereof, provided the Company is agreeable to relieve you on such payment. Provided however, that during such notice periods: (i) You shall continue to perform your regular duties and will assist the Company, if the Company so elects, in finding your replacement; and (ii) You shall continue to be paid your then existing Compensation and regular benefits as agreed upon.

The Company may, at its sole discretion, terminate this Agreement at any time (including during the Training Period) without cause upon the issue of 90 (ninety) days' notice to you during the term of your employment, or payment of 3 (three) months' salary in lieu of such notice thereof.

### 4. **Training Bond**

You understand and agree that during the Training Period, the Company shall be providing you with the training, either directly or indirectly, to update your skills and equip you with the requisite technical and practical skills, without which you shall not be able to effectively perform the duties and responsibilities associated with the **[Software Trainee]**.

You hereby agree and acknowledge that if you choose to terminate this Agreement prior to the expiry of the Training Period, then you shall be liable to pay to the Company a sum of Rs. 1,00,000 (Rupees One Lakh only) as and by way of liquidated damages for the premature termination of the Agreement.

### 5. **Working hours**

You shall follow the working hours of the Company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to extend your working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime.

### 6. **Service rules and regulations**

**KFin Technologies Limited** 

(Formerly known as KFin Technologies Private Limited)

**Registered & Corporate Office:**

Selenium Building, Tower-B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Rangareddi, Telangana, India, 500032.

CIN : U72400TG2017PLC117649

During your employment with the Company, you shall be governed by this Agreement, service rules, regulations, employee benefits, policies and procedures of the Company detailed in the HR portal (“**HR Manual**”). This HR Manual shall be made available to you by the human resource department and is also available online on the human resource intranet (“**HR Intranet**”). You undertake to familiarize yourself with the HR Manual and all amendments incorporated in the same from time to time by logging on to the Company’s Intranet through your unique identification code provided to you on your Date of Joining. The terms and conditions laid down in the HR Manual and as amended/updated from time to time and published on the HR Intranet, shall be binding upon you, and shall form part of the terms & conditions of your employment with the Company.

## 7. **Duties and responsibilities**

You shall devote your full time, attention, energy and efforts and apply yourself diligently and faithfully to all the duties and responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself/herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

During the Term, you shall not engage, directly or indirectly, whether as principal, agent, partner or employee or in any other capacity, either full time or part time, in any other business activity, regardless of whether such activity is pursued for profit, gain or other pecuniary advantage, without the prior written consent of the management of the Company, which may be granted or withheld in its sole and absolute discretion.

## 8. **Code of conduct**

You understand and acknowledge that you are being hired in a position of trust and confidence and realize your accountability towards the protection of Company’s interest and matters relating to its business and shall:

- (i) Maintain complete confidentiality and a high level of integrity in all your actions performed on behalf of the Company.
- (ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents and in overall conduct.

- (iii) You will help in maintaining and enhancing the congenial, disciplined, participative and supportive work environment created by the Company that fosters team spirit and high-performance standards.
- (iv) You will not indulge in any unethical practices like “go slow” or non-cooperation, etcetera.

Any violation of code of conduct, whether intentional or unintentional, may result in a disciplinary action being taken against you, which may result in termination of your employment with or without notice or Compensation.

## 9. **Non-disclosure, secrecy and confidentiality**

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company’s business, including but not limited to strategies, methods, books, records, documents, technical information concerning its products and services, equipment, processes, customer lists, procurement procedures, pricing techniques, credit and financial data concerning the Company, customers and business affiliates, comprise confidential business information and trade secrets, etc. vital to the business of the Company (collectively, “**Confidential Business Information**”); and that any improper or unauthorized dealing, disclosure or use of this Confidential Business Information would cause the Company substantial loss, damage and irreparable harm.

You further acknowledge that the Confidential Business Information is an asset of the Company and is of a confidential nature and not generally known to the public. In order to protect and preserve the goodwill with respect to the Confidential Business Information, it must be kept confidential at all times and used only for the legitimate business purposes with the prior approval of the Company.

During the Term and for the Restricted Period (*defined below*), you hereby agree that you will not, either directly or indirectly use, divulge, disclose, disseminate or otherwise communicate to any other person or entity, any of the Confidential Business Information of the Company in any manner whatsoever, except in the course of and during the performance of your duties and responsibilities to and for the Company pursuant to your employment arrangement with the Company (provided the Company otherwise consents, in writing, to the use or disclosure of any of the Confidential Business Information prior to such use or disclosure and then only with respect to those items of Confidential Business Information specifically described and only to the extent specifically authorized, in such written consent).

Any disclosure which has not been expressly authorized by the Company shall be called “**Unauthorized Disclosure**”. The Unauthorized Disclosure of the Confidential Business Information shall constitute serious misconduct and the Company shall be entitled to

take appropriate disciplinary action against you including termination of your employment. Unauthorized disclosure and use of Confidential Business Information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an order of injunction.

For the purpose of this Agreement, the term “**Restricted Period**” shall mean (i) 60 (sixty) months following the effective date of the termination of your employment for any reason whatsoever, if the item of Confidential Business Information at issue does not constitute a trade secret; or (ii) indefinitely, if such item of Confidential Business Information constitutes a trade secret, until such item of Confidential Business Information ceases to be a trade secret, but in no case less than the later of 60 (sixty) months following the effective date of the termination of your employment for any reason whatsoever.

Notwithstanding the foregoing, the Confidential Business Information does not include information: (i) in the public domain; (ii) that later becomes public, unless such information is made public by you as a result of the breach of this section; or (iii) information made available by a third party without breach of confidentiality.

Upon the effective date of the termination of your employment for any reason whatsoever, you shall immediately return to the Company all original and duplicate copies of the Confidential Business Information (in any form, including digital or physical), including

- (i) all files, notes, analyses, memoranda, programs, codes or any other documents or writings containing, representing, evidencing, recording, constituting, incorporating or referring to any of the Confidential Business Information, however and whenever produced, whether developed before or after your Date of Joining; and
- (ii) all disks, software, hard drives, computer memory or other electronic or magnetic storage containing, representing, evidencing, recording, constituting, incorporating or referring to any Confidential Business Information, however and whenever produced, whether developed before or after the Date of Joining, whether in your possession or under your control, and

will certify in writing to the Company that, except in the course of and during the performance of your duties and responsibilities to and for the Company pursuant to your employment arrangement with the Company, you have not retained, disseminated, disclosed or delivered to any person or entity any original or copy, in any form, electronically, magnetically or otherwise, of any of the Confidential Business Information or other information as mentioned in sub-section (i) and (ii) above.

## 10. **Non-solicitation and Non-compete**

**KFin Technologies Limited** 

(Formerly known as KFin Technologies Private Limited)

**Registered & Corporate Office:**

Selenium Building, Tower-B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Rangareddi, Telangana, India, 500032.

CIN : U72400TG2017PLC117649

You agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason, whether with or without cause, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, collaborator, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, solicit, induce, recruit, or encourage any then employee, independent contractor or agent of the Company, to terminate or modify his, her or its respective employment, engagement or business relationship with the Company, or hire or otherwise retain such employee, independent contractor or agent of the Company either for yourself or for any other person or entity without the Company's express written consent.

You agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason, whether with or without cause, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, collaborator, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, whether or not for pecuniary benefit, solicit or assist or encourage any other person or entity to (i) solicit, any Client or any Prospect, nor will you engage any Client with products or services which may be used in substitution for or replacement of such products and/or services of the business of the Company, (ii) directly or indirectly participate in any attempt to cause any Client to terminate, alter or modify such Client's business relationship with the Company, (iii) participate in any attempt to cause any Client to alter or modify any terms or reduce the volume of business which such Client transacts with the Company, (iv) or negatively influence any Client's or Prospect's decision as to whether or not they should engage in a business relationship with the Company.

You further agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason whether with or without cause, you will not, directly or indirectly, whether as owner, partner, investor, consultant, agent, employee, co-venturer or otherwise, engage in or own (in whole or in part), manage, loan money to, operate or otherwise carry on any business with the Clients, competitors, partners or associates of the Company. You acknowledge and agree that the products and services of the business of the Company can be, and it is the intent of the Company that they will be, marketed, sold and distributed to the Clients and Prospects globally. Consequently, you acknowledge and agree that the geographical scope of the non-competition covenants set forth in this section will not be limited and this broad scope and lack of geographical limitation is vitally necessary to protect and maintain the business of the Company and the proprietary interests and other legitimate business interests of the Company.

**KFin Technologies Limited** 

(Formerly known as KFin Technologies Private Limited)

**Registered & Corporate Office:**Selenium Building, Tower-B, Plot No- 31 & 32, Financial District, Nanakramguda,  
Serilingampally, Hyderabad, Rangareddi, Telangana, India, 500032.

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For the purpose of this Agreement, the term “**Client**” means any person or entity who had been sold products or services of the Company at any time during the 36 (thirty six) months period immediately preceding the effective date of the termination of your employment, and the term “**Prospect**” means any person or entity who had been actively solicited by or on behalf of the Company during the 12 (twelve) month period immediately preceding the effective date of the termination of your employment.

You acknowledge and agree that the duration, scope and geographic areas of the covenant to not compete as specified in this section are fair, reasonable and necessary in order to protect the goodwill and other legitimate interests of the Company, that adequate consideration has been received by you for such covenant not to compete and that abiding by such covenant not to compete does not and will not prevent you from earning a livelihood.

## 11. Intellectual Property

The Employee acknowledge and agree that from the Date of Joining and during the Term of this Agreement, the Employee may create, design and develop work for the Company, or for the Clients, or related prospects (collectively, “**Work**”) and that all such Work that is reduced to fixed form or otherwise capable of copyright, patent, trademark, including technology thereof, will be deemed to be “work made for hire” and will be the sole and exclusive property of the Company. If any of the Work is not deemed or does not qualify as work made for hire, the Employee shall assign, transfer and convey to the Company all of his/her rights, title and interest in and to such Work, including, without limitation, any and all copyrights, patent, trademark, technology and any other know-how, Inventions, design rights, mask work rights, exhibition rights, registration rights and other proprietary rights thereto, and any and all renewals thereof. You will execute and deliver such documents as the Company may request in order to evidence the Company’s ownership of the Work, and to register or perfect the Company’s ownership of the Work.

The Company and you, each acknowledge and agree that during the Term, you may create, design and develop Work for the Company. Therefore, you agree that all discoveries and Inventions conceived, created or devised in whole or in part by you, alone or with others, during the Term (individually, an “**Invention**” and collectively, “**Inventions**”) whether or not subject to copyright, patent or other intellectual property rights protection and whether or not reduced to tangible form or reduced to practice which:

- (i) directly relate in any manner and in any way relating to the Company’s present or proposed activities, or are directly useful to, the business of the Company or any other business conducted by the Company;

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- (ii) are developed, created or discovered as a part of your employment with the Company or while you are performing services for the Company;
- (iii) are developed, created or discovered, in whole or in part, through the use of the employees, independent contractors, facilities, equipment, Confidential Business Information, including trade secrets, or other resources of the Company; or
- (iv) arise out of tests, analysis, surveys, research or other work carried out or being carried out by the Company;

shall be the sole and exclusive property of the Company.

You hereby assign and transfer to the Company all of your rights, title and interest in and to all Inventions, including without limitation, all of your rights, title and interest in and to any patents, pending patent applications and any patents issuing therefrom, patent rights, patent claims and allowances, patent renewals or extensions, continuations, continuation-in-part, divisional applications, re-examination certificates, reissues, patent licenses and all rights to sue for all past, future and present patent infringement, technology, copyrights, pending copyright applications and all rights to sue for past, future and present copyright infringement, design rights and all applications and registrations thereof for the Inventions anywhere in the world.

You agree to maintain and update adequate written records of all Confidential Business Information, including Work and Inventions at all times and to promptly disclose all Inventions to the Company and to execute and deliver to the Company all documents that the Company requests in order to secure its rights hereunder or register any patent, copyright, any other intellectual property rights, Inventions that the Company may have to register to vest ownership of any such Invention in the Company, at the Company's cost and expense.

## 12. Usage of computers

The Company has extensively introduced computerization to improve efficiency and productivity. You herewith agree and undertake to extensively abide by the information technology policies ("**IT Policies and Rules**") and rules framed by the Company from time to time. Any misuse or violation of any of the IT Policies or Rule shall make you liable to disciplinary action by the Company including termination of your appointment and taking appropriate legal proceedings against you.

## 13. Undertakings

You agree that the assurances, undertaking, etcetera, in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake

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that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in the past or currently is in progress even in your personal capacity. If any of the information or undertaking in relation to the above is found incorrect, the Company reserves the right to take appropriate disciplinary actions including termination of services without notice or any payment in lieu thereof.

You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the Company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the Company in writing prior to you having accepted the offer of employment in the Company.

#### 14. **Professional ethics**

The Company follows the highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy. Notwithstanding the foregoing, the Company also reserves the right to terminate your employment with immediate effect without notice or any payment in lieu thereof.

#### 15. **Safe custody of Company property and recovery of dues**

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to recover from you any unauthorized expenditure incurred, reposes any of the Company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the Company from you.

#### 16. **Indemnity**

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, malafide acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your employment on such count or the right of the

Company to seek other remedies which the Company may have to make good the loss or damage.

#### 17. **Anti-Disparagement**

You agree that you shall not, under any circumstances, intentionally and maliciously, disparage, criticize or denigrate the talents, skills, products, prospects, abilities, services, integrity, or character of the Company, the owners of the Company, or the senior management of the Company in a manner that causes, in the sole and absolute discretion of the board of the Company, material harm to those Persons. You further agree that you will not, directly or indirectly, at any time after the date hereof, contact any past, present or prospective investor, lender, customer, supplier, employee, agent or representative of the Company with the intent, purpose or effect of intentionally and maliciously injuring the reputation of the Company. You also agree that you shall not encourage another Person to undertake such activities on your behalf or permit another through disclosure of information to that party to circumvent the foregoing prohibitions. Notwithstanding the prohibitions provided in this section, nothing you provide in sworn testimony under oath in any legal or similar proceeding will be deemed a violation of this section. For the purpose of this Agreement, "**Person**" means any natural person, limited company, partnership, company, corporation, association, trust or other legal entity.

#### 18. **Other Employee Benefits**

From time to time during the Term, the Company may review your performance to determine whether you are entitled to be awarded a bonus. The Parties agree that the Company may choose to, award bonus at its sole discretion, notwithstanding that such benefit is in existence as of the Date of Joining or whether you are eligible to participate therein.

You will be entitled to participate in the Company's employee benefit plans and programs in effect from time to time, as and when appropriate, including, without limitation, employee stock option plans, medical reimbursement plans and group life, health, long-term and short-term disability and other insurance programs, if any, as applicable to you as per the policies of the Company from time to time.

You will receive such holidays and sick leave as you are entitled in accordance with the applicable laws and Company's policies in effect from time to time.

#### 19. **Exclusivity**

During the Term, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business activity, may it be part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your employment with the Company, nor will you engage in any other

activities that may conflict with your obligations towards the Company.

## 20. **Severability**

If any term of this Agreement is declared invalid or unenforceable by any Court of competent jurisdiction, the remainder of this Agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this Agreement shall be enforced to the fullest extent permitted by law.

## 21. **Resolution of dispute**

All disputes or differences arising in connection with this Agreement shall be subject to the jurisdiction of courts in Hyderabad irrespective of your working location that may change as per exigencies.

## 22. **Retirement**

You will automatically retire from the services of the Company at the end of month in which you attain the superannuating age of 58 (fifty eight) years. Your date of birth as recorded with us, will be used to calculate your age of superannuation.

## 23. **Handing over process**

In case of termination of your employment due to any reason, before relief from the services of the Company, you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the Company identified by the head - human resource manager or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the Company, the Company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of termination of your employment as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the Company and in your possession at the earliest and not later than the last working day.

## 24. **Termination of employment for cause**

Under certain specific circumstances as mentioned below, your employment can be terminated immediately by the Company anytime without providing any notice or compensation in lieu of notice whatsoever (such termination hereby referred to as "**A Just Cause Termination by the Company**").

- (i) Breach of any terms of this Agreement, code of conduct, policies and procedures of the Company detailed in the HR manual, published on the Company's intranet or any rules made by the

Company from time to time, and such breach has not been cured within 3 (three) calendar days or such other period as maybe specified by the Company after receiving written notification from the Company.

- (ii) In the Company's opinion, any act of Gross Misconduct and indiscipline on your account, de-falsification, dishonesty, misappropriation, dereliction of duty in discharging your duties and functions, unpunctuality, neglect of duty which directly or indirectly, materially and adversely harms the Company, where "dishonesty" means your knowingly false statements, acts or omissions.
- (iii) Absence from your normal place of work for more than 7 (seven) days continuously without appropriate reasons and prior sanction of leave.
- (iv) Consistent non-performance by you as per the verdict of the Company.
- (v) Being convicted of any criminal offence.
- (vi) Any mental or physical incapacity to discharge your functions.
- (vii) Material Conflict of Interest involving you, that has not been cured within 5 (five) calendar days after receiving written notification from the Company.

It is hereby clarified that the Company reserves the right to terminate your services on any of the above grounds, without notice and explanation, with immediate effect, where the Company is prima-facie convinced of the breach of a serious nature. The Company's decision to terminate your employment shall remain final and binding on you. The Compensation and other benefits payable to you will constitute your sole and exclusive remedy or relief in connection with your employment relationship with the Company.

For the purposes of this Agreement: (A) "**Gross Misconduct**" means an intentional, deliberate, extreme and outrageous act or omission that shocks the conscience of a reasonable person or an act or an omission that is reckless or is in deliberate indifference to the interests of the Company; (B) "**Material Conflict of Interest**" means (i) an agreement, duty, commitment, responsibility or obligation of any kind or nature whatsoever that you maintain with a third party which, if fulfilled, would likely cause substantial harm to the Company, and (ii) the possession of any information or material proprietary to a party other than the Company which, if you fulfill your obligations pursuant to this Agreement, would likely cause a breach of an existing contractual agreement by which you are not bound to disclose such proprietary information or material.

In the event of your death or Disablement during the Term, this Agreement will terminate automatically; provided, however, that the Company will remit to your conservator or legal heirs, as the case may be, any unpaid

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Compensation and all compensation benefits that have accrued or vested in you as on date of such termination or the event giving rise to such termination.

For the purpose of this Agreement, you will be deemed to be “**Disabled**” if such disablement, whether of a temporary or permanent nature, is such as to incapacitate you from performing the work which you were capable of performing at the time of the accident resulting in such disablement.

## 25. **Injunctive Relief**

You hereby agree that the restrictions of this Agreement are reasonable in both scope and duration and that it is impossible to measure in money the damages which will be sustained by the Company, its successors or assigns in the event of the breach or threatened breach of any such covenants, agreements and obligations including but not limited to the covenants, agreements and the obligations set forth in Sections 9, 10, 11, 17 and 27 of this Agreement. Accordingly, you agree that if you breach or default in the full performance of any of your covenants, agreements and obligations set forth in the said sections of this Agreement, then, in addition to any and all other rights and remedies available to the Company, at law, in equity or otherwise, the Company will be entitled to the entry of injunctive relief, including, without limitation, the entry of an order of specific performance, a temporary restraining order, preliminary and permanent injunction. No failure or delay by the Company in exercising any right, power or privilege, partial or otherwise, shall operate as a waiver thereof.

## 26. **Survival**

All of your covenants, agreements and obligations contained in Sections 9 (*Non-disclosure, secrecy and confidentiality*), Section 10 (*Non-Solicitation and Non-Compete*), Section 11 (*Intellectual Property*), Section 17 (*Anti-disparagement*), Section 21 (*Resolution of Dispute*), Section 25 (*Injunctive Relief*), and Section 27 (*General*) will be revived continuously during the Term, and will survive the termination of your employment for any reason whatsoever and shall not in any way be modified, altered or otherwise affected by the termination.

## 27. **General**

You may please note that your behavior towards any member of the public that you come across should be courteous. The management of the Company reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public, colleague, or any other individual. Further,

- (i) The Company will deduct taxes as appropriate and consistent with the Indian tax regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- (ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you

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are entitled to such travel expenses/allowance as may be in force from time to time.

- (iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
- (iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
- (v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etcetera, and amendments thereof as presently applicable to you and as may be amended from time to time.
- (vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual/HR Intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.
- (viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
- (ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 (twelve) months in service, you will need to refund the joining bonus paid to you at the time of joining, all or any expenses incurred by the Company on account of your relocation.

## 28. Address for the purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communications:

<b>If to the Company-</b>	<b>If to the Employee</b>
<b>Attention:</b> Satpal Singh	<b>Attention:</b> Sase Jayshri Maruti

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<b>EmailId:</b> hrhelpdesk@kfintech.com	<b>EmailId:</b> jayashrisase1@gmail.com
<b>Phone No.:</b> 040-23311968	<b>Phone No.:</b>
<b>Fax:</b> +91 040-23311968	<b>Fax:</b> [●]

The Parties agree that they shall communicate/update the other Party of any change in address within 1 (one) month of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by registered post to the above address or the personal email id or fax number of the parties mentioned above.

29. The terms and conditions that are not specifically set forth in this Agreement will be determined pursuant to the applicable laws of India and the Company's policies and the code of conduct( which may be amended from time to time). If you are in agreement with the conditions outlined in this Agreement including the annexures, please signify your receipt and acceptance and return a copy of this Agreement to us.

We wish you a long and happy association with us.

For **KFin Technologies Limited**

For the **Employee**

**Signature:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Name:**

**Name:**

**Designation:**

**Place:**

**Company Stamp:**

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**ACKNOWLEDGED, AGREED AND ACCEPTED:**

I have read and understood the contents of this Agreement. The contents of this Agreement and the acceptance of the offer made by KFin Technologies Limited on the terms and conditions set out herein have been agreed and accepted by me and I am signing this Agreement as a token of acceptance for the foregoing.

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

Name of the employee: [●]

**ANNEXURE - I****Name: Sase Jayshri  
Maruti****Designation:  
Software Trainee****Grade: M1****Location: Hyderabad****Compensation Structure:**

<b>Particulars</b>	<b>Amount in INR per month</b>	<b>Amount in INR per annum</b>
Basic	26,667	320,004
HRA	16,000	192,000
Other Allowance	18,578	222,936
Provident Fund (Employer Contribution)	3,200	38,400
L..T.A		26,667
<b>Fixed CTC</b>	<b>66,667</b>	<b>8,00,000</b>

**(Rupees Eight Lakhs only)****Other benefits:**

<b>Personal Accident Cover:</b>	Personal accident cover for self in cases of death or disability
<b>Mediclaim:</b>	Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable.
<b>Gratuity:</b>	As per Gratuity Act

**Note:** Compensation is a personal & confidential matter between you and the Company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.

## OFFER CUM APPOINTMENT AGREEMENT

This Offer-cum-Appointment Agreement (“**Agreement**”) is made on this **7<sup>th</sup>** day of **November**, 2022 (“**Effective Date**”) by and between:

**Ms. Sase Jayshri Maruti**, residing at H.No- Chinchondi Patil, Ahmad Nagar, Maharashtra- 414201. (Hereinafter referred to as “**you**”, “**your**”, “**Employee**”);

**And KFin Technologies Limited**, a company incorporated under the Companies Act, 2013, having its registered office at Selenium, Tower B, Plot No- 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Telangana - 500032 (hereinafter referred to as the “**Company**” which expression shall unless repugnant to the context or meaning thereof mean and include its successors and permitted assigns).

The Employee and the Company shall hereinafter collectively referred to as “**Parties**” and individually as a “**Party**”.

### WHEREAS

the Company wishes to engage your service in the manner as set forth in this Agreement.

**NOW, THEREFORE**, in consideration of the foregoing, the mutual covenants, agreements and obligations set forth in this Agreement and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by the Parties to this Agreement, employee and the Company hereby agree to the foregoing and as follows:

#### 1. **Date of joining, posting & location**

You will join the Company on **[14 November 2022]** (“**Date of Joining**”) in the **Company’s** division at **Hyderabad**. For a period of 1 (one) year from the Date of Joining, the Company shall be providing you with the requisite training for the position of **[Software Trainee]** (“**Training Period**”). Subsequent to the completion of the Training Period, you shall be appointed as **[Software Trainee]** for such period unless terminated earlier by you or the Company in accordance with the terms and conditions as contained in this Agreement (“**Term**”). The Company reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected.

#### 2. **Compensation**

You shall be entitled to an all-inclusive annual gross compensation of **8,00,000/- (“Eight Lakhs Rupees Only”)**. A detailed break-up of your Compensation structure is given in Annexure I to this Agreement. The Compensation package shall be governed by the

policies and guidelines of the Company presently applicable and as may be modified from time to time.

Further, the Compensation is a private and confidential matter and you are advised to maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or public at large.

### 3. **Notice period**

Subject to Clause 4 below and after the completion of the Training Period, you may terminate this Agreement during the Term upon the issuance of 90 (ninety) days' notice to the Company, or payment of 3 (three) months' salary in lieu of such notice thereof, provided the Company is agreeable to relieve you on such payment. Provided however, that during such notice periods: (i) You shall continue to perform your regular duties and will assist the Company, if the Company so elects, in finding your replacement; and (ii) You shall continue to be paid your then existing Compensation and regular benefits as agreed upon.

The Company may, at its sole discretion, terminate this Agreement at any time (including during the Training Period) without cause upon the issue of 90 (ninety) days' notice to you during the term of your employment, or payment of 3 (three) months' salary in lieu of such notice thereof.

### 4. **Training Bond**

You understand and agree that during the Training Period, the Company shall be providing you with the training, either directly or indirectly, to update your skills and equip you with the requisite technical and practical skills, without which you shall not be able to effectively perform the duties and responsibilities associated with the **[Software Trainee]**.

You hereby agree and acknowledge that if you choose to terminate this Agreement prior to the expiry of the Training Period, then you shall be liable to pay to the Company a sum of Rs. 1,00,000 (Rupees One Lakh only) as and by way of liquidated damages for the premature termination of the Agreement.

### 5. **Working hours**

You shall follow the working hours of the Company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to extend your working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime.

### 6. **Service rules and regulations**

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During your employment with the Company, you shall be governed by this Agreement, service rules, regulations, employee benefits, policies and procedures of the Company detailed in the HR portal (“**HR Manual**”). This HR Manual shall be made available to you by the human resource department and is also available online on the human resource intranet (“**HR Intranet**”). You undertake to familiarize yourself with the HR Manual and all amendments incorporated in the same from time to time by logging on to the Company’s Intranet through your unique identification code provided to you on your Date of Joining. The terms and conditions laid down in the HR Manual and as amended/updated from time to time and published on the HR Intranet, shall be binding upon you, and shall form part of the terms & conditions of your employment with the Company.

## 7. **Duties and responsibilities**

You shall devote your full time, attention, energy and efforts and apply yourself diligently and faithfully to all the duties and responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors.

You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself/herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

During the Term, you shall not engage, directly or indirectly, whether as principal, agent, partner or employee or in any other capacity, either full time or part time, in any other business activity, regardless of whether such activity is pursued for profit, gain or other pecuniary advantage, without the prior written consent of the management of the Company, which may be granted or withheld in its sole and absolute discretion.

## 8. **Code of conduct**

You understand and acknowledge that you are being hired in a position of trust and confidence and realize your accountability towards the protection of Company’s interest and matters relating to its business and shall:

- (i) Maintain complete confidentiality and a high level of integrity in all your actions performed on behalf of the Company.
- (ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents and in overall conduct.

- (iii) You will help in maintaining and enhancing the congenial, disciplined, participative and supportive work environment created by the Company that fosters team spirit and high-performance standards.
- (iv) You will not indulge in any unethical practices like “go slow” or non-cooperation, etcetera.

Any violation of code of conduct, whether intentional or unintentional, may result in a disciplinary action being taken against you, which may result in termination of your employment with or without notice or Compensation.

## 9. **Non-disclosure, secrecy and confidentiality**

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company’s business, including but not limited to strategies, methods, books, records, documents, technical information concerning its products and services, equipment, processes, customer lists, procurement procedures, pricing techniques, credit and financial data concerning the Company, customers and business affiliates, comprise confidential business information and trade secrets, etc. vital to the business of the Company (collectively, “**Confidential Business Information**”); and that any improper or unauthorized dealing, disclosure or use of this Confidential Business Information would cause the Company substantial loss, damage and irreparable harm.

You further acknowledge that the Confidential Business Information is an asset of the Company and is of a confidential nature and not generally known to the public. In order to protect and preserve the goodwill with respect to the Confidential Business Information, it must be kept confidential at all times and used only for the legitimate business purposes with the prior approval of the Company.

During the Term and for the Restricted Period (*defined below*), you hereby agree that you will not, either directly or indirectly use, divulge, disclose, disseminate or otherwise communicate to any other person or entity, any of the Confidential Business Information of the Company in any manner whatsoever, except in the course of and during the performance of your duties and responsibilities to and for the Company pursuant to your employment arrangement with the Company (provided the Company otherwise consents, in writing, to the use or disclosure of any of the Confidential Business Information prior to such use or disclosure and then only with respect to those items of Confidential Business Information specifically described and only to the extent specifically authorized, in such written consent).

Any disclosure which has not been expressly authorized by the Company shall be called “**Unauthorized Disclosure**”. The Unauthorized Disclosure of the Confidential Business Information shall constitute serious misconduct and the Company shall be entitled to

take appropriate disciplinary action against you including termination of your employment. Unauthorized disclosure and use of Confidential Business Information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an order of injunction.

For the purpose of this Agreement, the term “**Restricted Period**” shall mean (i) 60 (sixty) months following the effective date of the termination of your employment for any reason whatsoever, if the item of Confidential Business Information at issue does not constitute a trade secret; or (ii) indefinitely, if such item of Confidential Business Information constitutes a trade secret, until such item of Confidential Business Information ceases to be a trade secret, but in no case less than the later of 60 (sixty) months following the effective date of the termination of your employment for any reason whatsoever.

Notwithstanding the foregoing, the Confidential Business Information does not include information: (i) in the public domain; (ii) that later becomes public, unless such information is made public by you as a result of the breach of this section; or (iii) information made available by a third party without breach of confidentiality.

Upon the effective date of the termination of your employment for any reason whatsoever, you shall immediately return to the Company all original and duplicate copies of the Confidential Business Information (in any form, including digital or physical), including

- (i) all files, notes, analyses, memoranda, programs, codes or any other documents or writings containing, representing, evidencing, recording, constituting, incorporating or referring to any of the Confidential Business Information, however and whenever produced, whether developed before or after your Date of Joining; and
- (ii) all disks, software, hard drives, computer memory or other electronic or magnetic storage containing, representing, evidencing, recording, constituting, incorporating or referring to any Confidential Business Information, however and whenever produced, whether developed before or after the Date of Joining, whether in your possession or under your control, and

will certify in writing to the Company that, except in the course of and during the performance of your duties and responsibilities to and for the Company pursuant to your employment arrangement with the Company, you have not retained, disseminated, disclosed or delivered to any person or entity any original or copy, in any form, electronically, magnetically or otherwise, of any of the Confidential Business Information or other information as mentioned in sub-section (i) and (ii) above.

## 10. **Non-solicitation and Non-compete**

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(Formerly known as KFin Technologies Private Limited)

**Registered & Corporate Office:**

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CIN : U72400TG2017PLC117649

You agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason, whether with or without cause, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, collaborator, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, solicit, induce, recruit, or encourage any then employee, independent contractor or agent of the Company, to terminate or modify his, her or its respective employment, engagement or business relationship with the Company, or hire or otherwise retain such employee, independent contractor or agent of the Company either for yourself or for any other person or entity without the Company's express written consent.

You agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason, whether with or without cause, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, collaborator, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, whether or not for pecuniary benefit, solicit or assist or encourage any other person or entity to (i) solicit, any Client or any Prospect, nor will you engage any Client with products or services which may be used in substitution for or replacement of such products and/or services of the business of the Company, (ii) directly or indirectly participate in any attempt to cause any Client to terminate, alter or modify such Client's business relationship with the Company, (iii) participate in any attempt to cause any Client to alter or modify any terms or reduce the volume of business which such Client transacts with the Company, (iv) or negatively influence any Client's or Prospect's decision as to whether or not they should engage in a business relationship with the Company.

You further agree and undertake that during the Term and for a period of 1 (one) year after the termination of your employment with the Company for any reason whether with or without cause, you will not, directly or indirectly, whether as owner, partner, investor, consultant, agent, employee, co-venturer or otherwise, engage in or own (in whole or in part), manage, loan money to, operate or otherwise carry on any business with the Clients, competitors, partners or associates of the Company. You acknowledge and agree that the products and services of the business of the Company can be, and it is the intent of the Company that they will be, marketed, sold and distributed to the Clients and Prospects globally. Consequently, you acknowledge and agree that the geographical scope of the non-competition covenants set forth in this section will not be limited and this broad scope and lack of geographical limitation is vitally necessary to protect and maintain the business of the Company and the proprietary interests and other legitimate business interests of the Company.

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For the purpose of this Agreement, the term “**Client**” means any person or entity who had been sold products or services of the Company at any time during the 36 (thirty six) months period immediately preceding the effective date of the termination of your employment, and the term “**Prospect**” means any person or entity who had been actively solicited by or on behalf of the Company during the 12 (twelve) month period immediately preceding the effective date of the termination of your employment.

You acknowledge and agree that the duration, scope and geographic areas of the covenant to not compete as specified in this section are fair, reasonable and necessary in order to protect the goodwill and other legitimate interests of the Company, that adequate consideration has been received by you for such covenant not to compete and that abiding by such covenant not to compete does not and will not prevent you from earning a livelihood.

## 11. Intellectual Property

The Employee acknowledge and agree that from the Date of Joining and during the Term of this Agreement, the Employee may create, design and develop work for the Company, or for the Clients, or related prospects (collectively, “**Work**”) and that all such Work that is reduced to fixed form or otherwise capable of copyright, patent, trademark, including technology thereof, will be deemed to be “work made for hire” and will be the sole and exclusive property of the Company. If any of the Work is not deemed or does not qualify as work made for hire, the Employee shall assign, transfer and convey to the Company all of his/her rights, title and interest in and to such Work, including, without limitation, any and all copyrights, patent, trademark, technology and any other know-how, Inventions, design rights, mask work rights, exhibition rights, registration rights and other proprietary rights thereto, and any and all renewals thereof. You will execute and deliver such documents as the Company may request in order to evidence the Company’s ownership of the Work, and to register or perfect the Company’s ownership of the Work.

The Company and you, each acknowledge and agree that during the Term, you may create, design and develop Work for the Company. Therefore, you agree that all discoveries and Inventions conceived, created or devised in whole or in part by you, alone or with others, during the Term (individually, an “**Invention**” and collectively, “**Inventions**”) whether or not subject to copyright, patent or other intellectual property rights protection and whether or not reduced to tangible form or reduced to practice which:

- (i) directly relate in any manner and in any way relating to the Company’s present or proposed activities, or are directly useful to, the business of the Company or any other business conducted by the Company;

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- (ii) are developed, created or discovered as a part of your employment with the Company or while you are performing services for the Company;
- (iii) are developed, created or discovered, in whole or in part, through the use of the employees, independent contractors, facilities, equipment, Confidential Business Information, including trade secrets, or other resources of the Company; or
- (iv) arise out of tests, analysis, surveys, research or other work carried out or being carried out by the Company;

shall be the sole and exclusive property of the Company.

You hereby assign and transfer to the Company all of your rights, title and interest in and to all Inventions, including without limitation, all of your rights, title and interest in and to any patents, pending patent applications and any patents issuing therefrom, patent rights, patent claims and allowances, patent renewals or extensions, continuations, continuation-in-part, divisional applications, re-examination certificates, reissues, patent licenses and all rights to sue for all past, future and present patent infringement, technology, copyrights, pending copyright applications and all rights to sue for past, future and present copyright infringement, design rights and all applications and registrations thereof for the Inventions anywhere in the world.

You agree to maintain and update adequate written records of all Confidential Business Information, including Work and Inventions at all times and to promptly disclose all Inventions to the Company and to execute and deliver to the Company all documents that the Company requests in order to secure its rights hereunder or register any patent, copyright, any other intellectual property rights, Inventions that the Company may have to register to vest ownership of any such Invention in the Company, at the Company's cost and expense.

## 12. Usage of computers

The Company has extensively introduced computerization to improve efficiency and productivity. You herewith agree and undertake to extensively abide by the information technology policies ("**IT Policies and Rules**") and rules framed by the Company from time to time. Any misuse or violation of any of the IT Policies or Rule shall make you liable to disciplinary action by the Company including termination of your appointment and taking appropriate legal proceedings against you.

## 13. Undertakings

You agree that the assurances, undertaking, etcetera, in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake

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that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in the past or currently is in progress even in your personal capacity. If any of the information or undertaking in relation to the above is found incorrect, the Company reserves the right to take appropriate disciplinary actions including termination of services without notice or any payment in lieu thereof.

You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the Company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the Company in writing prior to you having accepted the offer of employment in the Company.

#### 14. **Professional ethics**

The Company follows the highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy. Notwithstanding the foregoing, the Company also reserves the right to terminate your employment with immediate effect without notice or any payment in lieu thereof.

#### 15. **Safe custody of Company property and recovery of dues**

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to recover from you any unauthorized expenditure incurred, reposes any of the Company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the Company from you.

#### 16. **Indemnity**

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, malafide acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your employment on such count or the right of the

Company to seek other remedies which the Company may have to make good the loss or damage.

#### 17. **Anti-Disparagement**

You agree that you shall not, under any circumstances, intentionally and maliciously, disparage, criticize or denigrate the talents, skills, products, prospects, abilities, services, integrity, or character of the Company, the owners of the Company, or the senior management of the Company in a manner that causes, in the sole and absolute discretion of the board of the Company, material harm to those Persons. You further agree that you will not, directly or indirectly, at any time after the date hereof, contact any past, present or prospective investor, lender, customer, supplier, employee, agent or representative of the Company with the intent, purpose or effect of intentionally and maliciously injuring the reputation of the Company. You also agree that you shall not encourage another Person to undertake such activities on your behalf or permit another through disclosure of information to that party to circumvent the foregoing prohibitions. Notwithstanding the prohibitions provided in this section, nothing you provide in sworn testimony under oath in any legal or similar proceeding will be deemed a violation of this section. For the purpose of this Agreement, "**Person**" means any natural person, limited company, partnership, company, corporation, association, trust or other legal entity.

#### 18. **Other Employee Benefits**

From time to time during the Term, the Company may review your performance to determine whether you are entitled to be awarded a bonus. The Parties agree that the Company may choose to, award bonus at its sole discretion, notwithstanding that such benefit is in existence as of the Date of Joining or whether you are eligible to participate therein.

You will be entitled to participate in the Company's employee benefit plans and programs in effect from time to time, as and when appropriate, including, without limitation, employee stock option plans, medical reimbursement plans and group life, health, long-term and short-term disability and other insurance programs, if any, as applicable to you as per the policies of the Company from time to time.

You will receive such holidays and sick leave as you are entitled in accordance with the applicable laws and Company's policies in effect from time to time.

#### 19. **Exclusivity**

During the Term, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business activity, may it be part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your employment with the Company, nor will you engage in any other

activities that may conflict with your obligations towards the Company.

## 20. **Severability**

If any term of this Agreement is declared invalid or unenforceable by any Court of competent jurisdiction, the remainder of this Agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this Agreement shall be enforced to the fullest extent permitted by law.

## 21. **Resolution of dispute**

All disputes or differences arising in connection with this Agreement shall be subject to the jurisdiction of courts in Hyderabad irrespective of your working location that may change as per exigencies.

## 22. **Retirement**

You will automatically retire from the services of the Company at the end of month in which you attain the superannuating age of 58 (fifty eight) years. Your date of birth as recorded with us, will be used to calculate your age of superannuation.

## 23. **Handing over process**

In case of termination of your employment due to any reason, before relief from the services of the Company, you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the Company identified by the head - human resource manager or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the Company, the Company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of termination of your employment as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the Company and in your possession at the earliest and not later than the last working day.

## 24. **Termination of employment for cause**

Under certain specific circumstances as mentioned below, your employment can be terminated immediately by the Company anytime without providing any notice or compensation in lieu of notice whatsoever (such termination hereby referred to as “**A Just Cause Termination by the Company**”).

- (i) Breach of any terms of this Agreement, code of conduct, policies and procedures of the Company detailed in the HR manual, published on the Company’s intranet or any rules made by the

Company from time to time, and such breach has not been cured within 3 (three) calendar days or such other period as maybe specified by the Company after receiving written notification from the Company.

- (ii) In the Company's opinion, any act of Gross Misconduct and indiscipline on your account, de-falsification, dishonesty, misappropriation, dereliction of duty in discharging your duties and functions, unpunctuality, neglect of duty which directly or indirectly, materially and adversely harms the Company, where "dishonesty" means your knowingly false statements, acts or omissions.
- (iii) Absence from your normal place of work for more than 7 (seven) days continuously without appropriate reasons and prior sanction of leave.
- (iv) Consistent non-performance by you as per the verdict of the Company.
- (v) Being convicted of any criminal offence.
- (vi) Any mental or physical incapacity to discharge your functions.
- (vii) Material Conflict of Interest involving you, that has not been cured within 5 (five) calendar days after receiving written notification from the Company.

It is hereby clarified that the Company reserves the right to terminate your services on any of the above grounds, without notice and explanation, with immediate effect, where the Company is prima-facie convinced of the breach of a serious nature. The Company's decision to terminate your employment shall remain final and binding on you. The Compensation and other benefits payable to you will constitute your sole and exclusive remedy or relief in connection with your employment relationship with the Company.

For the purposes of this Agreement: (A) "**Gross Misconduct**" means an intentional, deliberate, extreme and outrageous act or omission that shocks the conscience of a reasonable person or an act or an omission that is reckless or is in deliberate indifference to the interests of the Company; (B) "**Material Conflict of Interest**" means (i) an agreement, duty, commitment, responsibility or obligation of any kind or nature whatsoever that you maintain with a third party which, if fulfilled, would likely cause substantial harm to the Company, and (ii) the possession of any information or material proprietary to a party other than the Company which, if you fulfill your obligations pursuant to this Agreement, would likely cause a breach of an existing contractual agreement by which you are not bound to disclose such proprietary information or material.

In the event of your death or Disablement during the Term, this Agreement will terminate automatically; provided, however, that the Company will remit to your conservator or legal heirs, as the case may be, any unpaid

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Compensation and all compensation benefits that have accrued or vested in you as on date of such termination or the event giving rise to such termination.

For the purpose of this Agreement, you will be deemed to be “**Disabled**” if such disablement, whether of a temporary or permanent nature, is such as to incapacitate you from performing the work which you were capable of performing at the time of the accident resulting in such disablement.

## 25. **Injunctive Relief**

You hereby agree that the restrictions of this Agreement are reasonable in both scope and duration and that it is impossible to measure in money the damages which will be sustained by the Company, its successors or assigns in the event of the breach or threatened breach of any such covenants, agreements and obligations including but not limited to the covenants, agreements and the obligations set forth in Sections 9, 10, 11, 17 and 27 of this Agreement. Accordingly, you agree that if you breach or default in the full performance of any of your covenants, agreements and obligations set forth in the said sections of this Agreement, then, in addition to any and all other rights and remedies available to the Company, at law, in equity or otherwise, the Company will be entitled to the entry of injunctive relief, including, without limitation, the entry of an order of specific performance, a temporary restraining order, preliminary and permanent injunction. No failure or delay by the Company in exercising any right, power or privilege, partial or otherwise, shall operate as a waiver thereof.

## 26. **Survival**

All of your covenants, agreements and obligations contained in Sections 9 (*Non-disclosure, secrecy and confidentiality*), Section 10 (*Non-Solicitation and Non-Compete*), Section 11 (*Intellectual Property*), Section 17 (*Anti-disparagement*), Section 21 (*Resolution of Dispute*), Section 25 (*Injunctive Relief*), and Section 27 (*General*) will be revived continuously during the Term, and will survive the termination of your employment for any reason whatsoever and shall not in any way be modified, altered or otherwise affected by the termination.

## 27. **General**

You may please note that your behavior towards any member of the public that you come across should be courteous. The management of the Company reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public, colleague, or any other individual. Further,

- (i) The Company will deduct taxes as appropriate and consistent with the Indian tax regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- (ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you

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are entitled to such travel expenses/allowance as may be in force from time to time.

- (iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.
- (iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.
- (v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etcetera, and amendments thereof as presently applicable to you and as may be amended from time to time.
- (vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual/HR Intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.
- (viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.
- (ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 (twelve) months in service, you will need to refund the joining bonus paid to you at the time of joining, all or any expenses incurred by the Company on account of your relocation.

## 28. Address for the purpose of Communication

Any communication sent to the following address shall be deemed to be proper service of the communications:

<b>If to the Company-</b>	<b>If to the Employee</b>
<b>Attention:</b> Satpal Singh	<b>Attention:</b> Sase Jayshri Maruti

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<b>EmailId:</b> hrhelpdesk@kfintech.com	<b>EmailId:</b> jayashrisase1@gmail.com
<b>Phone No.:</b> 040-23311968	<b>Phone No.:</b>
<b>Fax:</b> +91 040-23311968	<b>Fax:</b> [●]

The Parties agree that they shall communicate/update the other Party of any change in address within 1 (one) month of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by registered post to the above address or the personal email id or fax number of the parties mentioned above.

29. The terms and conditions that are not specifically set forth in this Agreement will be determined pursuant to the applicable laws of India and the Company's policies and the code of conduct( which may be amended from time to time). If you are in agreement with the conditions outlined in this Agreement including the annexures, please signify your receipt and acceptance and return a copy of this Agreement to us.

We wish you a long and happy association with us.

For **KFin Technologies Limited**

For the **Employee**

**Signature:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Name:**

**Name:**

**Designation:**

**Place:**

**Company Stamp:**

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**ACKNOWLEDGED, AGREED AND ACCEPTED:**

I have read and understood the contents of this Agreement. The contents of this Agreement and the acceptance of the offer made by KFin Technologies Limited on the terms and conditions set out herein have been agreed and accepted by me and I am signing this Agreement as a token of acceptance for the foregoing.

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

Name of the employee: [●]

### **ANNEXURE - I**

**Name: Sase Jayshri  
Maruti**

**Designation:  
Software Trainee**

**Grade: M1**

**Location: Hyderabad**

### **Compensation Structure:**

<b>Particulars</b>	<b>Amount in INR per month</b>	<b>Amount in INR per annum</b>
Basic	26,667	320,004
HRA	16,000	192,000
Other Allowance	18,578	222,936
Provident Fund (Employer Contribution)	3,200	38,400
L..T.A		26,667
<b>Fixed CTC</b>	<b>66,667</b>	<b>8,00,000</b>

**(Rupees Eight Lakhs only)**

### **Other benefits:**

<b>Personal Accident Cover:</b>	Personal accident cover for self in cases of death or disability
<b>Mediclaim:</b>	Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable.
<b>Gratuity:</b>	As per Gratuity Act

**Note:** Compensation is a personal & confidential matter between you and the Company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.



# Offer Letter

Date: 04th Oct 2022

**Ms. Shweta Joshi,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 04<sup>th</sup> Oct 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,

  
Shrikant Joshi

**HR Manager**



I accept

Ms. Shweta Joshi





21<sup>st</sup> July 2022

Mr. Suraj Gund  
Mumbai

Dear Suraj,

**Sub: Offer letter for the position of QA Engineer**

Kindly refer to your application for employment at One97 and our subsequent discussions. We would be happy to offer you the position of **QA Engineer** in **Grade- MG01 A** in our company on the following terms and conditions:

1. A detailed brief on KRAs and scope of work will be given to you on joining.
2. Your total Gross CTC is **Rs. 700000/-** per annum.
3. This is the total cost to company and all necessary taxes will be deducted at source as per statutory requirements. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
4. You will be governed by the company's Personnel Policy, Rules of Conduct, NonDisclosure Agreement and all other company policies as applicable to you from time to time.
5. You will be expected to join duty on **Monday, 25<sup>th</sup> July 2022**, the Business hours begins from 9.30 A.M. onwards.
6. This offer is subject to your background check which company may do pre or post employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.
7. You shall be on probation for a period of six (6) months.
8. A detailed appointment letter will be issued to you on your joining.
9. Please confirm your acceptance by email to this email address within the next two working days, failing which this offer will automatically stand withdrawn.
10. Within three days of accepting our offer please send us the copy of your resignation letter accepted by your current organization.
11. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.
  - a) Last company appointment letter
  - b) Last company relieving letter
  - c) Second last company relieving letter
  - d) Graduation- degree or mark sheets
  - e) Post-Graduation – degree or mark sheets
  - f) Certifications if any
  - g) PAN Card
  - h) DL/Passport/Aadhar Card
  - i) Bank Account Proof (Original Cancelled Cheque)
  - j) 5 passport size photographs

You agree that if you voluntarily leave the employment of the company within 18 months of taking up the appointment or terminated for any cause, any expenses incurred by the company on your hiring such as relocation, joining bonus, any notice pay buyout etc. would be repaid by you or deducted from your final salary.



Your appointment at One97 will be subject to submission of mandatory documents and its successful verification. In case of delay in submission of few documents it will impact your joining clearance and further impact payroll processing. We look forward to welcoming you aboard the One97 team.

Best regards,

**Ashish Banga**

Human Resources

One97 Communications Ltd.

B-121, Sector-5 Noida

[www.one97.com](http://www.one97.com) | [www.paytm.com](http://www.paytm.com)

To,  
Swapnali Dake  
Shevgoan Maliwada  
Dadegoan Road  
tal-Shevgoan  
Dist: Ahmednagar  
Maharashtra - 414502

Date-14.12.2022

Sub: Offer Letter for Job

Welcome to Esolz Technologies Pvt Ltd,

We are glad to welcome you to our team. Esolz Technologies Pvt Ltd is a website designing and development company having various branches in Designing thus making innovative and turnkey software solutions.

The management have decided to give you an opportunity to work in this company. This offer letter ensures that you have a Job as a Angular Developer.

At the time of Joining, you will receive an appointment letter from the company and also you have to sign the Employee Bond with the company which will be for 60 days of notice period. The rules and regulations of our organization relating to employment will be written and disclosed to you in Employees' Bond Paper.

We hope that we have you as a valued employee who will contribute to the success of the company. We expect you to work at your best capability to output the maximum.

A photocopy of all the below mentioned papers has to be submitted at the time of joining :-

1. Curriculum Vitae.
2. All marks sheet and certificate i.e. from Board Exams, HS, BE, MCA, B tech, M tech etc.
3. ID Proof - Voter ID / Driving License / Passport / PAN Card or any other government approved id proof. [Note: The Proof must have your picture].
4. Address Proof - Voter ID / Driving License / Passport / Ration Card / Bank Statement / any other government approved.
5. One passport size color photo.
6. Last Month's Payslip

Thanking You,  
For Esolz Technologies Pvt Ltd

  
Ankita Dutta  
HR Manager

**Corporate Office:**

**Esolz Technologies Pvt Ltd**

Ecospace Business Park, Building: 4B, Suite: D904, Newtown, Kolkata - 700160

Email: support@esolz.net Web: http://www.esolz.net



5<sup>th</sup> December 2022

Swati Dattatray Berad  
Euronet EMP ID- P2164  
Patil Mala, Darewadi,  
Ahmednagar - 414002.

**Re: Trainee Offer cum Appointment Letter**

Dear Swati Dattatray Berad,

This is to confirm that Euronet Services India Pvt Ltd (the "Company") has decided to extend you an offer as a trainee on the terms indicated in this letter. This offer is contingent upon the results of your background and reference checks.

1. **Position.** You will commence from 5<sup>th</sup> December 2022 or such date as may be mutually agreed by you and the company. You agree to devote, on a Trainee basis, your skills and abilities to your training hereunder, except period of vacation or illness and except any pursuits which do not materially interfere with your duties hereunder or present a conflict of interest with the interests of the Company.
2. **Stipend.** You will be eligible for a monthly stipend of **Rs 29,167/-** per month subject to any tax deduction at the source and / or any taxes and / or deductions which is to be made by the company under any law.
3. **Training Period:** you will be on training period for 24 months. During the trainee period of 24 months either side will be at liberty to terminate this contract of employment by giving to the other 60 day's notice in writing.
4. **Probation Period.** You will be on a probation period of 6 months after completion of 18 months Training Period. Confirmation of your services after probation will be subject to a "satisfactory" review of your performance. While your performance during the probation period will be assessed for offering you a confirmed employment with the company, you will be deemed to be automatically confirmed if you do not receive a written communication to the contrary within fifteen days of the due date for confirmation. Leaves earned during the probation period can be availed by you upon completion of the period of probation. During the probation period either side will be at liberty to terminate this contract of employment by giving to the other 90 day's notice in writing. It shall not be necessary for either party to assign any reason for termination of the contract.
5. **Employment at Will.** After successful completion of probation period the employment relationship will be terminable at will, which means that either you or the Company may terminate your employment at any time and for any reason or for no reason with a written notice period of 90 days.
  - a. In event of termination by you, the Company reserves the right to waive the notice period fully or partially. In the event of a waiver, you will be liable to pay to the company an amount equivalent to 90 days basic salary or part thereof for the short fall from 90 days and no compensation would be payable by the company for the unexpired notice period.

*Swati Berad*

Swati Berad (Dec 7, 2022 18:11 GMT+5.5)

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- b. In the event of termination by the Company, the Company reserves the right to waive the notice period by making a payment to the employee equivalent to 90 days salary or part thereof for the short fall from 90 days.

This letter of offer cum appointment is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

6. **Leaves:** You shall be entitled to Leaves as per the rules of the company. For details please see the Leave Policy of the Company HR Handbook. You are advised to avoid taking leave unless absolutely necessary during probation.
7. **Confidentiality.** You also will be subject to the Company's Confidentiality and Invention Assignment Agreement, which is enclosed with this letter and must be signed and returned to the Company. You hereby represent to the Company that you are under no obligation or agreement that would prevent you undertakes the training assignment with the company or adversely impact your ability to perform the expected services.
8. **Certain Acts.** During your employment with the Company, you will not do anything to compete with the Company's present or contemplated business, nor will you plan or organize any competitive business activity. You will not enter into any agreement that conflicts with your duties or obligations to the Company. You will not during your employment or after it ends, without the Company's express written consent directly or indirectly solicit or encourage any trainee, agent, independent contractor, supplier, customer, consultant or any other person or company to terminate or alter a relationship with the Company.
9. **No Inconsistent Obligations.** You represent that you are aware of no obligations, legal or otherwise, inconsistent with the terms of this agreement or with your undertaking employment with the Company. You will not disclose to the Company, or use, or induce the Company to use, any proprietary information or trade secrets of others. You represent and warrant that you have returned all proprietary and confidential information belonging to all prior employers.
10. **Disputes and Arbitration.** Any disputes that arise between you and the Company regarding the employment relationship will be resolved by arbitration in accordance with Indian laws.
11. **Miscellaneous.** Upon your acceptance, this letter will contain the entire agreement and understanding between you and the Company and supersedes any prior or contemporaneous agreements, understandings, communications, offers, representations, warranties or commitments by or on behalf of the Company (oral or written). The terms of your employment may in the future be amended, but only in a written document which is signed both you and, on behalf of the Company, by a duly authorized officer.

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*Swati Berad*

Swati Berad (Dec 7, 2022 18:11 GMT+5.5)



If these terms are agreeable to you, please sign and date the letter in the appropriate space at the bottom and return it to the undersigned on or prior to **5<sup>th</sup> December 2022**. We hope you accept this offer and look forward to your coming on board. Upon your written acceptance of this letter and you joining the duty on the date mutually agreed, this letter shall be construed as the appointment letter. In case, you do not provide your acceptance by **5<sup>th</sup> December 2022** or upon your written acceptance, you fail to join the duty on the date mutually agreed then this letter shall stand cancelled and will have no force or effect.

Sincerely,

A handwritten signature in blue ink, appearing to read "D.V. Dayananda".

**Vinay Dayananda**  
General Manager

A handwritten signature in blue ink, appearing to read "Swati Berad".

Swati Berad (Dec 7, 2022 18:11 GMT+5.5)

**Agreed and Accepted:**  
**Swati Dattatray Berad**

\_\_\_\_\_

Date: \_\_\_\_\_



### Trainee Confidentiality and Invention Assignment Agreement

This Trainee Confidentiality and Invention Assignment Agreement (this "Agreement") by and between **Swati Dattatray Berad** hereinafter designated as "Trainee", and **Euronet Services India Private Limited**, hereinafter designated as "Company."

In consideration of Trainee's employment by the Company during such time as shall be mutually agreeable to Company and Trainee, this Agreement being a condition thereof and ancillary thereto, the Company and Trainee hereby agree as follows:

1. During employment by the Company, Trainee will have access to certain confidential information and materials, including but not limited to all information disclosed to Trainee, or known by Trainee as a consequence of or through his/her employment with Employer or any subsidiary or affiliate (under this Agreement or prior to this Agreement) where such information is not generally known in the trade or industry or was regarded or treated as confidential by Employer or any Subsidiary or affiliate, and where such information refers or relates in any manner whatsoever to the business activities, processes, services or products of Employer or its Subsidiaries and affiliates, including information disclosed to the Company by others under agreements to hold the same confidential ("Confidential Information"). Confidential Information shall include but not be limited to: business and development plans (whether contemplated, initiated or completed), information with respect to the development of technical and management services, business contacts, methods of operation, results of analysis, business forecasts, financial data, costs, revenues, and similar information.

2. Trainee may during the period of employment make, develop or conceive inventions, discoveries, concepts, ideas, information and improvements, either patentable or not, which relate to or are useful in the business or activities in which the Company is or may become engaged, and which may or may not also constitute Confidential Information ("Inventions").

3. During the term of employment and after the termination of employment by either Trainee or Company, Trainee agrees not to disclose or use, directly or indirectly, any such Confidential Information for his/her own benefit nor to disclose, disseminate, lecture upon or publish articles about any such Confidential Information to anyone outside the Company, or to any officer or Trainee of the Company not also having access to such information, at any time either during or after employment by the Company, unless the Company expressly consents beforehand in writing.

4. Trainee agrees to disclose promptly, in writing if so requested, to the Company's Legal Department and/or Trainee's group Managing Director, any Inventions that he may make, develop or conceive during the period of his employment by the Company or by its predecessors or successors in business. All such Inventions shall be and remain the property of the Company. Trainee hereby assigns (and agrees to assign) to the Company all Trainee's rights, title and interest in any such Inventions, whether or not during the period of his employment such Inventions may be reduced to practice. Trainee agrees to execute all patent applications, assignments and other documents, and to take all other steps necessary, to vest in the Company the entire right, title and interest in and to those Inventions and in and to any patents obtainable therefore in India, the United States and other countries.

5. If it chooses to prosecute applications for patent for any such Inventions, it being understood that it is not obligated to do so, the Company shall assume the entire expense of preparing, filing and prosecuting such applications, through patent counsel appointed by the Company.

6. It is understood and agreed that the Company shall have the royalty-free right to use, or to adapt and to develop in any way all Inventions conceived or made by Trainee during the period of employment by the Company, whether or not patentable, including but not limited to processes, methods, formulas, and techniques, as well as improvements thereof or know-how related thereto, or not to use them at all should it so choose.

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*Swati Berad*  
Swati Berad (Dec 7, 2022 18:11 GMT+5.5)



7. All records and other material pertaining to Confidential Information, whether developed by Trainee or others, shall be and remain the property of the Company. Upon termination of Trainee's employment with the Company, all property of Company and all documents, records, notebooks and other material of any kind pertaining to or containing Confidential Information then in Trainee's possession, and all copies thereof, whether prepared by Trainee or others, will be left with or returned to the Company.

8. Except as listed on Appendix A which is attached to this Agreement, Trainee will not assert any rights to any inventions, discoveries, concepts or ideas, or improvements thereof or know-how related thereto, as having been made or acquired by Trainee prior to being employed by the Company, or since then, and not otherwise covered by the terms of this Agreement.

9. Trainee shall not be obligated to assign to the Company any invention made by him while in the Company's employ which does not relate to any business or activities in which the Company is or may become engaged, except that he is so obligated if the same relates to or is based on confidential or proprietary information to which Trainee shall have had access during and by virtue of his employment or arises out of work assigned to him by the Company. Nor shall Trainee be obligated to assign any invention which may be wholly conceived by Trainee after he leaves the employ of the Company, except that he is so obligated if such invention shall involve the utilization of confidential or proprietary information obtained while in the employ of the Company. Nor shall Trainee be obligated to assign any invention which relates to or would be useful in any business or activities in which the Company is engaged if such invention was conceived and reduced to practice by Trainee prior to his employment with the Company, provided that all such inventions are listed at the time of employment on the attached Appendix A.

10. Trainee represents and warrants that his/her employment with the Company does not and will not breach any agreement or duty, which Trainee has to anyone else to keep in confidence confidential information belonging to others. Trainee will not disclose to the Company or use in its behalf any confidential information belonging to others.

11. Trainee acknowledges that any failure to carry out any obligation under this Agreement, or a breach by Trainee of any provision herein, will constitute immediate and irreparable damage to the Company, which cannot be fully and adequately compensated in money damages, and which will warrant preliminary and other injunctive relief, an order for specific performance, and other equitable relief. Trainee also understands that other action may be taken and remedies enforced against the Trainee.

12. This Agreement supersedes any prior or contemporaneous agreement concerning assignment of patent rights or trade secrets between Company and Trainee.

13. Trainee's obligations under this Agreement shall continue after termination of his/her employment. This Agreement shall inure to the benefit of the Company, its successors, assigns and designees, and is binding upon the assigns, executors and administrators and other legal representatives of Trainee.

14. This Agreement shall be construed in accordance with and governed for all purposes by the law of India. In case any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this Agreement, but this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein. If, moreover, any one or more of the provisions contained in this Agreement shall for any reason be held to be excessively broad as to time, duration, geographical scope, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall then appear.

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*Swati Berad*  
Swati Berad (Dec 7, 2022 18:11 GMT+5.5)



IN WITNESS WHEREOF the parties have signed this agreement as of Monday, 5<sup>th</sup> December 2022.

A handwritten signature in black ink, appearing to read "D.V." with a flourish.

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**By: Vinay Dayananda**  
**Title: General Manager**

A handwritten signature in black ink, appearing to read "Swati Berad".  
Swati Berad (Dec 7, 2022 18:11 GMT+5.5)

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**By: Swati Dattatray Berad**



## Appendix A

To

### **EURONET Trainee Confidentiality and Invention Assignment Agreement**

I represent that I have indicated on this Appendix all Inventions (as defined in the Agreement) in which I owned any right or interest prior to my employment with the Company. I agree that any present or future Inventions not listed in this Appendix are subject to assignment under the attached Trainee Confidential Information and Inventions Agreement.

Brief Description of Right, Title or Interest  
Inventions and Date Acquired

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Dated: Dec 7, 2022  
\_\_\_\_\_

*Swati Berad*  
Swati Berad (Dec 7, 2022 18:11 GMT+5.5)

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**Swati Dattatray Berad**



**Annexure 1- Compensation**

Details	Annual Compensation (Rs.)
Basic	1,80,000
HRA	64,572
Other Allowance	75,168
Expense claim	-
LTA	-
Gratuity	8,664
PF	21,600
<b>Total CTC</b>	<b>3,50,000</b>

The total cost to company would be **Rs.3,50,000/- (Rs three lakh and fifty thousand only)**.

“The above salary structure is subject to change based on new tax regulations.”

A handwritten signature in blue ink, appearing to read "D.V. Dayananda".

By: Vinay Dayananda  
Title: General Manager

A handwritten signature in blue ink, appearing to read "Swati Berad".

Swati Berad (Dec 7, 2022 18:11 GMT+5.5)

By: Swati Dattatray Berad

# Trainee\_Appointment\_Swati\_Berad

Final Audit Report

2022-12-07

Created:	2022-12-07
By:	Milind Patil (mpatil@euronetworldwide.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAdglQiws3RBvJz4vZPxOPxYCaNB_0cxKQ

## "Trainee\_Appointment\_Swati\_Berad" History

-  Document created by Milind Patil (mpatil@euronetworldwide.com)  
2022-12-07 - 5:28:37 AM GMT- IP address: 165.225.106.165
-  Document emailed to Vinay Dayananda (vdayananda@euronetworldwide.com) for signature  
2022-12-07 - 5:31:23 AM GMT
-  Email viewed by Vinay Dayananda (vdayananda@euronetworldwide.com)  
2022-12-07 - 6:05:15 AM GMT- IP address: 42.107.64.151
-  Document e-signed by Vinay Dayananda (vdayananda@euronetworldwide.com)  
Signature Date: 2022-12-07 - 7:47:05 AM GMT - Time Source: server- IP address: 165.225.106.167
-  Document emailed to sberad@euronetworldwide.com for signature  
2022-12-07 - 7:47:07 AM GMT
-  Email viewed by sberad@euronetworldwide.com  
2022-12-07 - 7:48:40 AM GMT- IP address: 104.47.55.254
-  Signer sberad@euronetworldwide.com entered name at signing as Swati Berad  
2022-12-07 - 12:41:14 PM GMT- IP address: 14.142.65.22
-  Document e-signed by Swati Berad (sberad@euronetworldwide.com)  
Signature Date: 2022-12-07 - 12:41:16 PM GMT - Time Source: server- IP address: 14.142.65.22
-  Agreement completed.  
2022-12-07 - 12:41:16 PM GMT

01<sup>st</sup> March 2022**APPOINTMENT LETTER**

Dear Ms. Vijaya Kishor Rathod.

We are pleased to appoint you as a **Software Developer** with TechBulls SoftTech Pvt. Ltd. with effect from 01<sup>st</sup> March 2022 on the following terms and conditions:

**Remuneration**

Your CTC will be Rs. 3,00,000/- per annum Your detailed remuneration is mentioned in Annexure 1.

The Company may modify the salary structure at any time without prior notice, and your package of remuneration may be altered due to this changes. The effect of the modification on your salary will be communicated to you at such times.

Salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source.

Please note that your remuneration package is strictly confidential and should not be discussed with anyone within the company or external to the company.

**Increments & Promotions**

The Company will carry out performance reviews to measure your performance and contribution to the Company, and to evaluate your capability to execute the role and responsibilities entrusted to you by the Company and based on this evaluation may declare promotions and / or salary increments as appropriate.

**Reimbursements**

The Company will reimburse you on actuals for all local travel in the course of your work. In addition, you will be reimbursed for any expense involved in entertainment of existing or potential clients, if required and approved by your immediate superior.

**Bonus**

The quantum of bonus and distribution among employees is at the discretion of the Company, and is based on the performance evaluation as well as role of the staff members.





# Offer Letter

Date: 26th Sept 2022

**Mr. Vishal Chavan,**

We are pleased to offer you the position of “Web Developer Intern” in WebNetiz Solutions. This position is scheduled to begin 29<sup>th</sup> Sept 2022 and will be a three-month internship.

**Job duties are to:**

Participate in requirements analysis.

Write clean, scalable code using .NET programming languages.

Test and deploy applications and systems.

Design back-end database for the web application.

Providing technical support for web, desktop or mobile applications.

We look forward to having you begin your IT career at WebNetiz Solutions and wish you a successful internship.

Welcome to our team!



**Salary:**

Not applicable during internship. Salary will decide after successful completion of internship.

**Weekly off:**

You will be entitled to two weekly off on Sat-Sun as per decided by management.

**Public Holiday:**

The employee shall be entitled to public holidays in accordance as per declared by Government

**Confidential Information:**

You will not at any time disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your internship

**Absconding:**

You will be abscond from this internship if absent more than 4 days continuously without prior information.

The above terms and conditions are subject to company policy.

We look forward to a long and mutually rewarding association with you, as a member of team **WebNetiz**.

For WebNetiz Solutions

Sincerely,



Shrikant Joshi  
HR Manager



I accept

Mr. Vishal Chavan





# RELIABLE INDUSTRIAL SERVICES

Yashaswi House, Lane No. 15, Prabhat Road, Pune - 411004.  
Ph. : (020) 6749 2727, Email : ris@yashaswigroup.in

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Date: 01<sup>st</sup> April 2022

To,  
Mr. Deepak Ambadas Jagtap  
Chikhali, Pune.

## APPOINTMENT LETTER

We have been retained by **Ms TM Automotive Seating Systems Pvt. Limited**. Plot no 33/3, Block D II, MIDC, Chinchwad Pune-411019. (Hereinafter referred as 'Company') to provide manpower on contractual basis at their esteemed organization. You are being engaged to carry out the said work and are appointed on contract as '**Purchase Engineer**' w.e.f. **01<sup>st</sup> April 2022**.

It is expressly understood that this appointment is being offered to you during the period as we continue to work as a contractor with 'Company'. Your services are co-terminus with our contract with 'Company' if it's being terminated or expired, your services would be liable to be terminated forthwith without any compensation or damages.

1. Your Cost to the Company per month will be **Rs.23950/-** per month (Detail salary breakup attached)
2. You will bound by the certified Standing Orders, rules, regulations and office orders in force and framed by the 'Company' from time to time in relation to your service conditions.
3. You will be required to attend duties as and when required at timings in any shift at present in existence or which may be started subsequently depending upon the nature of work requirement. It should not be presumed that the scope of your duties is circumscribed or limited by your designation and it should be clearly understood that we reserve to ourselves the absolute right to allot you any type of duties whatsoever consistent with the work requirements and the nature of your employment.
4. During the tenure of your employment with us, you will be liable to be transferred to any Dept., Section, and Establishment of the 'Company' or at any other place where we are asked to carry out the work. You shall also be liable to be transferred to such establishments which may be newly established where we are asked to carry out the work. You will be covered by the rules and regulations and the terms and conditions applicable at the place where you shall be posted/transferred/deputed.



# RELIABLE INDUSTRIAL SERVICES

Yashaswi House, Lane No. 15, Prabhat Road, Pune - 411004.

Ph. : (020) 6749 2727, Email : ris@yashaswigroup.in

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5. Throughout your continuance of services, you should be medically fit and free from any disease. It will be open for us to require you to undergo such medical test as may be determined and in the event, we find it unsuitable for you to be continued on medical grounds, our decision in that case shall be final and your services will be liable to be terminated.
6. You will be allowed leave and holidays as per the 'Company' norms and as per the notification issued from time to time. You shall also fully abide by the travel and deputation rules as notified by us from time to time. If you remain absent continuously for more than eight days without written permission, your services will stand terminated automatically without notice.
7. The letter of appointment is being issued to you on the clear understanding that there is nothing on your past record which would have prevented us from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to us is false or if you have wilfully suppressed any material information, in such a case you will be liable to be removed from our services forthwith without any notice and compensation.
8. You will devote your whole time and attention to the interest in 'Company' and will not engage yourself in any other work wither paid or in honorary capacity. Your duties will include efficient, satisfactory and economical operation in the area of responsibilities that may be assigned to you from time to time. You will maintain a high standard of loyalty, efficiency, integrity.
9. In the event you desire to take any educational course, it shall be binding on you to inform us regarding the same.
10. You shall observe strict secrecy regarding the business of 'Company' and shall not divulge directly or indirectly or disclose information to any person .You shall also not publish any written articles or deliver any talk or give any interview on any subject related to the 'Company'\_business.
12. You shall be responsible for safe keeping and return in good condition and order, the property which may be in your use/custody/care or charge. We reserve the right to deduct money value of all such items from your as it deems proper in the event of your failure to account for them to our satisfaction.
13. In accordance with the law the Employees Provident Fund Act 1952 will be applicable to you and you will be required to join the Provident Fund scheme as per rules. Please intimate to us in writing your provident fund account number forthwith in case you were a member of the said scheme during your previous employment. If no reply is received from you, your case will be treated as if you were not a member of the provident fund scheme.



# RELIABLE INDUSTRIAL SERVICES

Yashaswi House, Lane No. 15, Prabhat Road, Pune - 411004.

Ph. : (020) 6749 2727, Email : ris@yashaswigroup.in

14. Either party can terminate the contract during the existence of a work assignment, by giving one month notice period or Basic payment (Basic + DA) in lieu of thereof. In case of serious misconducts from your end the 'Company' have the right to terminate your services without any previous notice.
15. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sorts whatsoever against 'Company'

## Details of Salary Breakup

Sr. No.	HEADS	MONTHLY BREAKUP	ANNUAL BREAKUP
1	BASIC	10,500	1,26,000
2	DA	0	0
	<b>Subtotal (A)</b>	<b>10,500</b>	<b>1,26,000</b>
3	HRA	525	6,300
5	CONVEYANCE ALL	3,891	46,692
6	LWW	525	6,300
7	OTHER ALL	6,559	78,708
	<b>GROSS SLRY (A + B)</b>	<b>22,000</b>	<b>2,64,000</b>
	<b>DEDUCTIONS:</b>		
8	P F 12%	<b>1,800</b>	<b>21,600</b>
9	P TAX 2	200	2,500
10	ESIC	0	0
	<b>TOTAL</b>	2,000	24,000
	<b>TAKE HOME SALARY</b>	<b>20,000</b>	<b>2,40,000</b>
11	P.F. 13%	1,950	23,400
12	E.S.I. 3.25%	0	0
13	TOTAL ( EMPLOYERS CONTRIBUTION )	1,950	23,400
	<b>CTC</b>	<b>23,950</b>	<b>2,87,400</b>

### Notes:

- 1 MLWF will get deducted from Gross salary in the month of June and December as per MLWF Act
- 2 PT Deduction will be as per P Tax rule.
- 3 All statutory contributions are flexible as per the current laws and rules from respective Govt. from time to time



# RELIABLE INDUSTRIAL SERVICES

Yashaswi House, Lane No. 15, Prabhat Road, Pune - 411004.

Ph. : (020) 6749 2727, Email : ris@yashaswigroup.in

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- 4 The Management has reserves the right to change/modify the above structure as it deems fit Without affecting the CTC.

Thanking You.

**For Reliable Industrial Services**



**Authorized Signatory**

I have fully understood the terms and conditions mentioned in the above said appointment letter. I agree by the same. I have put my signature herein below as a token of my having accepted the said terms and conditions and state that the same would remain binding on me during the tenure of my employment.

Employee Name - Mr. Deepak Ambadas Jagtap.

Sign-

**Offer/Appointment Letter**

Outward No: HR/OL/ 322-44141

Date: 17/3/2022

To,  
**Dipali Appa Sathe**  
sector no -1 plot-G44/5A,  
Indrayninagar Bhosari pune -39 pune  
Pin:  
India

Dear **Dipali Appa Sathe** ,

With reference to our employment offer letter dated 17/3/2022,we are pleased to offer you an appointment in our organization as **FJ07 in Application Development & Management Services**. Your Role will be **Technical Service Trainee**. We strongly believe that the association would be mutually beneficial.

Your annual salary along with the break-up of salary is attached herewith in Annexure-A.

You are required to join on **28/3/2022** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

In token of your acceptance of this appointment, kindly sign this letter and the employment agreement attached hereto at the bottom of the right corner of each page, and return the duplicate copy of the same to the HR department.

The location of your initial reporting & posting would be **Pune**. However, the location of your posting can be changed to any of our units / departments situated anywhere in India or abroad depending on the business requirements.

You shall be on probation for **12 months** period. Unless communicated otherwise your services will be deemed to be confirmed on completion of the period of probation or any extension thereof as per the terms of your employment agreement and in accordance with the policies of Fujitsu Consulting India Private Limited.

Your employment shall at all times be governed by the employment agreement and the policies of Fujitsu Consulting India Private Limited as amended from time to time.

In case you require any further clarification, please contact HR Department.

We welcome you to Fujitsu consulting India Private Limited, and wish you a rewarding career over the years to come.

For **Fujitsu Consulting India Private Limited**,

**Sumit Sabharwal**  
Head- Human Capital Management

I accept the appointment

Name : \_\_\_\_\_

Commencement Date: \_\_\_\_\_

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

Place: \_\_\_\_\_

**Employment Agreement**

This agreement made effective on **28/3/2022** between

**Fujitsu Consulting India Private Limited**, a company incorporated and existing under the Companies Act, 1956, and having its registered office at A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi, PIN – 110024, India (hereinafter referred to as the **“Company”** which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors in interest and assigns) of the **ONE PART**;

AND

Dipali Appa Sathe daughter of Mr.Appa Sathe, years 23, indian National, residing at sector no -1 plot-G44/5A, Indrayninagar Bhosari pune -39 pune-India (hereinafter referred to as the **“Employee”** which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors and administrators) of the **OTHER PART**

The Company and the Employee are, wherever the context so requires, hereinafter collectively referred to as the **“Parties”** and individually as a **“Party”**.

## RECITALS

WHEREAS the Company is in the business of software services which encompasses of providing technical consulting, development and professional services, in accordance with the needs of its Clients (as defined hereinafter).

And, WHEREAS the Employee desires to be employed by the Company and the Company has made an employment offer ("Appointment Letter") to the Employee and in pursuant thereof desires to employ the Employee on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto agree as follows:

### 1. DEFINITIONS AND CONSTRUCTIONS

1.1. For the purpose of this Agreement, the following terms shall have the meaning set forth in this paragraph:

- "Agreement" shall mean this agreement including the Annexure attached hereto.
- "Associated Company" shall mean:
  - (i) which is directly or indirectly controlled by the Company; or
  - (ii) which directly or indirectly controls the Company; or
  - (iii) which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or
- "Client(s)" shall mean any Person, which does business with the Company or has requested or received a proposal to do business with the Company
- "Confidential Information" shall mean all non public information including but not limited to specifications, designs, drawings, algorithms, processes, systems and procedures, computer programs, methods, ideas, "know how" and, business information such as sales and marketing materials, plans, accounting and financial information, credit information on Clients, list containing the names, addresses and business needs of Clients, sales reports, price list, personal records including the names and addresses of Company's Employees, contractors and sub contractors and any other information relating to the Company and/or the Associated Company which Employee learns, discovers, conceives, or originates or prepares during his employment with the Company whether designated as confidential expressly or by the circumstances in which it provided, is to be kept confidential or which the Employee might reasonably expect the Company would regard as confidential. Confidential information shall not include information which, now or in the future, is available to the public (other than through improper disclosure by Employee or by another person) or information rightfully acquired by a third party.
- "Intellectual Property" shall mean all forms of intellectual property subsisting under the laws of India and all analogous rights subsisting under the laws of other jurisdictions and shall include any product or process of the human intellect whether registrable as patents, trade marks, copyrights, designs or otherwise such as an invention, expression or literary creation, unique name, trade secret, business method, database, industrial process, computer program, source code, process and presentation.
- "Intellectual Property Rights" shall mean all rights, benefits, title or interest in or to any Intellectual Property, anywhere in the world (whether registered or not and including all applications for the same);
- "Person" shall mean and include an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organisation, a joint stock company or other entity or organisation, including a government or political sub-division, or agency or instrumentality thereof and/or any other legal entity.

### 1.2 Construction

- Any reference in this Agreement to any statute or statutory provision shall be construed as including a reference to that statute or statutory provision as from time to time amended modified extended or re-enacted whether before or after the date of this Agreement and to all statutory instruments orders and regulations for the time being made pursuant to it or deriving validity from it.
- The words "hereof," "herein" and "hereunder" and words of similar import when used in this Agreement shall refer to this Agreement as a whole and not to any particular provision of this Agreement. The words "include", "including" and "among other things" shall be deemed to be followed by "without limitation" or "but not limited to" whether or not they are followed by such phrases or words of like import.
- Unless the context otherwise requires words denoting the singular shall include the plural and vice versa and words denoting any gender shall include all genders and the words denoting persons shall include bodies corporate unincorporated associations and partnerships.
- Unless otherwise stated time will be the essence of contract for the purpose of the obligations under this Agreement.
- Unless otherwise stated references to sections, sub section, sub-paragraph relate to this Agreement.

## 2. COMMENCEMENT OF EMPLOYMENT

2.1. The Employee's employment with the Company will commence from 28/3/2022 ("the Commencement Date.") and shall continue till termination of such employment in accordance with this Agreement.

2.2. The Employee will be on probation for a period of **12 months**. This period may be extended at the Company's discretion. During the probationary period and any extension thereof ("the Probationary Period"), either Party shall be entitled to terminate this employment, without assigning any reason, by either (i) **by giving 15 days prior notice during the first six months and from seventh month onwards the notice period will be of 90 days** or (ii) paying salary (that is, as per Employee CTC) in lieu of notice. The Company shall have the right to terminate the Employee's employment during the Probationary Period for misconduct or failure or deficiency to perform duties under the Agreement forthwith by written notice. Unless communicated otherwise, the Employee services should be deemed to be confirmed on completion of the period of probation or any extension thereof.

2.3. During the period of employment with the Company, the Company will incur substantial expenditure on imparting professional and technical training to the Employee. Therefore, the Company will incur substantial financial loss in the event of the breach of this agreement and that of the Service Bond that would be required to be signed by the Employee at a later stage, including his/her leaving the Company for any reason/s within a period of Two years. The Employee shall compensate the Company by paying 2,00,000/- (Rupees Two Lakhs Only) for any such breach of this agreement.

### 3. DUTIES:

- 3.1. Employee agrees and acknowledges that the employment of the Employee shall at all times be governed by the terms and conditions set forth in this Agreement and other conditions outlined in the Offer Letter and the policies and procedures of the Company from time to time.
  - 3.1A. The Employee is required to abide by security policies and procedures prevailing in Company from time to time and as applicable to its role and designation in the Company. It is the Employees obligation to be familiar with all Company security policies, procedures and instructions, and remain current on all trainings related to security and to raise to their manager any security vulnerabilities of which they become aware.
- 3.2. Employee shall be performing such computer programming, software development, system analysis, technical consulting, technical writing or any other specialized technical work and marketing as directed to be performed by the Company or Company's Client.
- 3.3. Employee agrees and understands that the nature and scope of Employee's work may change from time to time based on the requirements of the Company. Employee acknowledges that though the Company typically observes Saturdays and Sundays as weekly off days. However depending upon the Project/Assignment delivery need(s), the Company may require utilizing these days as normal working days or may even require different working hours and the Employee agrees they will strictly adhere to the work schedule as provided by the Company. At times, the Employee may also be required to work in different shifts based on the business requirements so Employee agrees not to refuse incase instructed to stay over beyond working hours or to work in shifts due to exigencies of work. Employee acknowledges and agrees that the Company reserves the right to transfer or depute them anywhere in India or abroad them to any of the Company's location, division, department, or to any other organization, or at any of the Client offices, project locations, divisions or departments.
- 3.4. The Employee shall be required to travel as may be necessary in the performance of the Employee's duties. The Employee agrees that he may be required as part of his employment to perform duties or services not only for the Company but also for any Associated Company where such duties or services are of a similar status to or consistent with the Employee's designation with the Company. The Company may at its sole discretion assign the Employee's employment to any Associated Company on terms and conditions that are no less favorable than those set out, or referred to, in this Agreement
- 3.5. The Employee shall be permitted to provide the address of the Company only to valid business contacts and shall be individually responsible for it. The Company does not take any responsibility for any of Employee's personal mails received at the Company's address.
- 3.6. The Employee shall at all time strictly adhere to the Information Security policies and procedures including GDC and GPMO – End User Security Policy of the Company and under no circumstances copy, download or extract any licensed, unlicensed, paid or unpaid programs, softwares, data, information or applications, during the course of employment whether working onsite or offsite, using Company's or Clients Internet or Email or any other related IT resources. Non-compliance of any provision of said policy may result in disciplinary action, including immediate termination from service for cause.

### 4. TERM:

Subject to the Employee's acceptance of the Appointment letter and signing this Agreement, Employee's employment with the Company shall commence from the Commencement Date and shall continue unless terminated as per Section 6 below.

### 5. COMPENSATION & BENEFITS

- 5.1. The Employee's annual salary for all services rendered shall be as specified in **Annexure A** (less applicable withholdings), payable in accordance with the Company's policies, procedures and practices, as they may exist from time to time. The Employee confirms that the compensation includes amount payable for assignment of Intellectual Property as envisaged below and adhering to all rights and restrictions contained in this Agreement.
- 5.2. The Employee's benefit package shall be as specified in **Annexure A**, as per the Company's policies, procedures and practices, as they may exist from time to time.
- 5.3. Employee acknowledges and agrees that the Compensation structure may be altered/ modified by the Company at any time without any prior notice to Employee.
- 5.4. Employee further agrees that the Salary, allowances and all other payments/ benefits shall be governed by the Company's rules as well as statutory provisions in force and subject to deduction of appropriate taxes at source. All incentive payments are provided to Employee by the Company's at its own discretion and may be changed or cancelled at any time.
- 5.5. Employee further agrees and acknowledges that the amount of gratuity shall be paid only when the Employee renders a continuous service for a period not less than 5 years to the Company or as per the applicable provisions of Gratuity Act 1972, along with all the amendments from time to time.

### 6. TERMINATION OF EMPLOYMENT AND CONSEQUENCES OF TERMINATION

#### 6.1. Termination

- 6.1.1. **Subject to clauses 3.6, 6.1.2 and 6.1.3** hereof, either the Employee or the Company may terminate this Agreement by giving the other Party written notice at least **90 calendar days** in advance of the Party's intent to terminate the Agreement or by payment of salary in lieu thereof.. On the notice being served on the Company, the Company, at its discretion, may relieve the employee without completion of the notice period by paying salary in lieu of the notice to the Employee. Due to exigencies of business the Company may, at its sole discretion, reject the adjustment of salary in lieu of notice and ask you to serve either the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issuance of a letter by the Company to that effect. Not fulfilling the notice period conditions would mean that the Company may, at its discretion, initiate legal proceedings against the delinquent employee.

#### 6.1.2. Reasons for termination

Without prejudice to the grounds of termination as stated in Clause 3.6, 6.1.3, 6.1.4 and 13, the employee is liable to be terminated or dismissed from his services with immediate effect for good cause in the following situations which are by way of illustration and not limitation to other grounds for dismissal for good cause:

- 6.1.3.** The Company reserves the right to terminate this Agreement without any prior notice if the employee is found unsuitable due to performance or other reasons, within the first 90 days of the Agreement.
- 6.1.4.** Notwithstanding anything contained in this Agreement, employee is liable to be terminated or dismissed from the services in case unsatisfactory performance by serving advance notice of at least **30 calendar days** in advance of the Party's intent to terminate the Agreement or by payment of salary in lieu thereof except in the following cases:
- 6.1.4.** Notwithstanding anything contained in this Agreement, employee is liable to be terminated or dismissed from the services in case unsatisfactory performance by serving advance notice of at least **30 calendar days** in advance of the Party's intent to terminate the Agreement or by payment of salary in lieu thereof except in the following cases:
- (b) when the employee is terminated during the first 90 days as stated in clause 6.1.3,
  - (b) when the employee is terminated during the first 90 days as stated in clause 6.1.3,

## **6.2 Consequence of termination**

- 6.2.1.** The Employee agrees that the Company may, and the Employee expressly authorizes the Company to, deduct from the Employee's payment any such outstanding expenses, which were or remain unpaid at the time of the termination of the Employee's employment. In case of termination within a period of 12 months from the Commencement Date, the Company would be authorized to deduct the joining relocation expenses incurred on the Employee, if any, along with an amount of INR 5000 towards administrative and other expenses.
- 6.2.2.** Any provision or covenant of this Agreement, which expressly, or by its nature, impose obligations beyond the expiration or termination of this Agreement, shall survive such expiration or termination.

## **7. PERSONAL SERVICES OF EMPLOYEE:**

Employee must personally perform the work as directed by the Company. Employee agrees to not hire, supervise or pay assistance to other individuals to perform any portion of work, except as specifically directed in writing by the Company.

## **8. EXCLUSIVITY:**

Employee hereby agrees that during the term of this Agreement he shall provide full time services to the Company and shall not provide services, consultancy or advisory work whether paid or unpaid, full time or part time, to any other third party without the express written consent of the Company.

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

- 9.1.** During the subsistence of this Agreement, the Employee undertakes not to directly or indirectly in any manner whatsoever:
- (i) serve as an advisor, agent, consultant, director, employee, officer, partner, proprietor or otherwise of any business in competition with the Company's business as conducted by the Company during the course of his employment with the Company;
  - (ii) have any ownership interest in any business in competition with the Company's business as conducted by the Company during the course of his employment with the Company; and
  - (iii) participate in the organization, financing, operation, management or control of any business in competition with the Company's business as conducted by the Company during the course of his employment with the Company.
  - (iv) Have any complete or partial ownership interest in Vendor/Customer/Partner of the Company without seeking written approval of the Company. For seeking approval Employee is required to provide necessary details in the Company's prescribed format as provided in Quality Management system.
- 9.2.** During the subsistence of this Agreement and for a period of twelve months immediately following the termination of this Agreement, the Employee undertakes not to directly or indirectly in any manner whatsoever:
- (a) induce, or solicit, or entice or procure, any person who is a Company employee, independent contractor or consultant to leave the Company's employment or other working arrangement; or
  - (b) be personally involved to a material extent in (i) accepting into employment or (ii) otherwise engaging or using the services of any person who is a Company employee;
  - (c) solicit, contact, interfere with, do business with or endeavour to entice away from the Company any Person who is, or was a Client of the Company or was a prospective customer or client of the Company and with whom the Employee had contact during the employment tenure.
- 9.3.** The Employee undertakes that in the event he leaves the employment of the Company for any reason whatsoever, he hereby grants consent to notification by the Company to his new employee about his obligations under this Agreement
- 9.4.** That the employee agrees not to directly or indirectly compete with the business of the Company during the period of employment and for a period of one year following termination of employment and notwithstanding the cause or reason for termination. The term "not compete" as used herein shall mean that the Employee shall not accept employment or any other engagement with any client of the Company including any customer or associate of that client and that the Employee shall not engage in any business activity in which the Company may substantially involve itself during the term of employment.

## **10. DIRECTIONS, SUPERVISION AND COOPERATION:**

- 10.1.** Employee agrees to adhere to all applicable policies, procedures and rules of the Company as mentioned in various employee policy documents (the "Policy Documents") and as may be amended and revised from time to time. The Policy Documents shall inter alia include provisions relating to conduct of employees including conduct of employees on Client's site, holidays, sickness, grievance redressal procedure, behavior towards women

employees etc. as amended from time to time and the Employee is required to abide by the same. In case of being posted at client site, the employee agrees to abide and adhere to all applicable policies, procedures and rules of the client.

## **11. CONFIDENTIALITY**

- 11.1.** The Employee agrees and acknowledges that during the course of his employment with the Company, the Employee shall have access to Confidential Information of the Company and/or the Associated Company and/or its Vendors and Clients present, past and/or prospective as well as personal information of other Associates. The Employee understands and acknowledges that access to the Confidential Information has been provided to the Employee solely as a consequence of his employment with the Company.
- 11.2.** The Employee understands and acknowledges that the Confidential Information is of immense value to the Company and/or its present, past or prospective clients. The Employee understands that any use or disclosure of such Confidential Information including any inadvertent disclosure can cause immense and irreparable harm, loss, damage and injury to the Company or its Associated Companies or its Vendors or its Clients or its fellow Associates and their reputation and hence the Employee undertakes to keep such Confidential Information confidential and use it solely in the manner expressly authorized by the Company and only during the term of his employment with the Company.
- 11.2.1** The Employee shall neither during his employment (except in the proper performance of his duties) nor at any time after its termination directly or indirectly:
- (i) use, for his own purposes or those of any other person, company, business entity or other organization whatsoever; or
  - (ii) disclose to any person, company, business entity or other organization whatsoever; any Confidential Information relating or belonging to the Company or any of its Clients.

## **12. INTELLECTUAL PROPERTY**

- 12.1.** The Employee acknowledges that all Intellectual Property which the Employee solely or jointly conceives or develops or reduces to practice or causes to be conceived or developed or reduced to practice, during his employment with the Company, shall belong to the Company absolutely and the Company alone, at its sole discretion, shall have the right to exploit any and all of the said Intellectual Property rights by any means throughout the world. The Employee shall not have nor claim any right in any of the aforementioned Intellectual Property in any manner whatsoever. The Employee further understands and agrees that the decision whether or not to commercialise or market the Intellectual Property is within the Company's sole discretion.
- 12.2.** The Employee hereby irrevocably and unconditionally waives any and all moral rights or any rights of similar nature under any law in any jurisdiction in and to any and all material written, created or devised by him whether solely or jointly and pertaining specifically to the operation or business of the Company or resulting from or suggested by anything which the Employee shall have done pursuant to his appointment with the Company.
- 12.3.** The Employee hereby irrevocably appoints the Company as its constituted attorney for the purpose of executing in the name of the Employee and on his behalf all such deeds and documents as may be required pursuant to this Section 12 which relate to Company's ownership of Intellectual Property Rights.
- 12.4.** The Employee acknowledges that his remuneration includes compensation for the confirmation and the assignment to the Company of all Intellectual Property created by him.

## **13. REPRESENTATIONS:**

The Employee represents and warrants that all information provided by the Employee (including resume, interviews, degree documentations, prior employers and positions held with that employer and references) for the purposes of employment with the Company is true and accurate. Employee further warrants that he is not restricted by any agreement, arrangement, contract, understanding, Court Order or otherwise and has no conflict of interest derived from an employment or other agreement made with any third party. Employee understand that any misstatement made by Employee concerning his background information and qualification or agreements made with other parties may be grounds for immediate termination by the Company and the Employee shall be responsible for any damages that may have been caused to the Company.

## **14. General Provisions**

### **14.1 Moral Responsibility & Honesty:**

The employee is expected to deal with Company's, Associated Company's and Third Party's money, material and documents with utmost honesty and professional ethics. The employee service may be dispensed at any time without any notice if the employee is found guilty of gross indiscipline, fraud, falsification of documents, misappropriation of any corporate assets or opportunities or acting against the interest of the Company.

### **14.2 Secrecy:**

- (a) The employee shall not give anyone, by word of mouth writing, facsimile any particulars or details, which he or she acquires during the course of this employment with the Company of its working system, technical know how, security arrangements, administrative and/or Organization matters and of its clients whether confidential, secret, either during the employment with Company or afterwards.
- (b) Employee acknowledges that the terms and conditions of this contract, as stipulated here or to be intimated hereafter are to be treated as strictly confidential and he/ she will not divulge its contents to any employee of the Company/person connect with the Company.

### **14.3 Education:**

In case the employee intends to appear in some examinations or wish to attend some classes while working with the Company, then he/ she is required to obtain prior permission in writing from the Functional Head HCM of the Company by giving full details of course including time frame involved.

### **14.4 Disclosure of Criminal offence:**

Employee is required to make a full disclosure in the event of having been accused, charged and/ or convicted for any criminal offence, at any time whether prior or subsequent to joining the Company. The disclosure should be made in the Company's prescribed format as provided in Quality

Management System.

**15. MISCELLANEOUS**

**15.1 Indemnity**

**15.1.1** Without prejudice to any other right available to the Company in law or under equity, the Employee hereby indemnifies and agrees to defend and hold harmless the Company their directors, officers and employees, from and against any and all losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) (the "Losses") based upon, arising out of, or in relation to or otherwise in respect of:

- (i) any act of neglect or misconduct in respect of any matter arising out of carrying out the duties assigned to the Employee; or
- (ii) breach of representation or warranty ; or
- (iii) any breach in respect of any matter arising out of carrying out the duties assigned to the Employee resulting in any successful claim by any third party against the Company.

**15.2 Notices**

**15.2.1** Any notice or other communication required to be sent under this Agreement by the Company shall be sent or delivered to the address as noted in the company records.

**15.3 Entire Agreement**

This Agreement embodies the entire Agreement between the Parties hereto and other than additional authorizations or documents signed in connection with employment supersedes all prior or contemporaneous, oral or written understandings, negotiations, or communications on behalf of such Parties.

**15.4 Severability**

If any provision of this Agreement is invalid, unenforceable or prohibited by law, this Agreement shall be considered divisible as to such provision and such provision shall be imperative and shall not be part of the consideration moving from either Party hereto the other, and the remainder of this Agreement shall be valid, binding and of like effect as though such provision was not included herein.

**15.5 Modification and Waiver**

No modification or amendment of this Agreement shall be valid or binding unless made in writing and, in the case of an amendment, executed by both the Parties and in the case of a waiver, by the Party against whom the waiver is to be effective. No failure or delay on the part of any of the Parties in the exercise of any right, power, privilege or remedy provided in this Agreement shall operate as a waiver of such right, power, privilege or remedy, or as a waiver of any preceding or succeeding breach by the other Party to this Agreement. Any single or partial exercise of any right, power, privilege or remedy shall not preclude any other or further exercise of such or any other right, power, privilege or remedy provided in this Agreement all of which are several and cumulative and are not exclusive of each other or of any other rights or remedies otherwise available to a party at law or in equity.

**15.6 Force Majeure**

Neither Party will be liable to the other for failure to perform its obligations hereunder if and to the extent that such failure to perform results from causes beyond its control, including, without limitation, strikes, lockouts, or other industrial disturbances; civil disturbances; fires; acts of God; acts of a public enemy; compliance with any regulations, order, or requirement of any governmental body or agency; or inability to obtain transportation or necessary materials in the open market.

**15.7 Contradiction**

In case of any contradiction between this contract and Company general policies, Company policies as stated in the Quality Management System shall prevail but only to extent of contradiction.

**15.8 Governing Law and Jurisdiction**

This Agreement is made under and will be construed in accordance with the laws of India. Both Parties irrevocably agree that any legal action, suit or proceeding brought by it in any way arising out of this Agreement must be brought solely and exclusively in the courts of Pune that end and intent in mind the Parties submit to the exclusive jurisdiction of courts of Pune only.

For **Fujitsu Consulting India Private Limited,**  
**Sumit Sabharwal**  
**Head- Human Capital Management**

**I HAVE CAREFULLY READ AND UNDERSTOOD ALL THE TERMS OF THIS AGREEMENT. I CONVEY MY ACCEPTANCE BY SIGNING A COPY OF THIS AGREEMENT AND RETURNING THE SAME TO THE COMPANY.**

Name in Full : \_\_\_\_\_ Place: \_\_\_\_\_  
 Signature : \_\_\_\_\_ Date: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Encl: Annexure-A (Salary Structure)

Dipali Appa Sathe  
FJ07

With reference to your Appointment Letter, the compensation package would be as mentioned here under:

A	Emoluments	Monthly(Rs.)	Annualized(Rs.)
1	Basic	15000	180000
2	House Rent Allowance	3000	36000
3	Education Allowance	200	2400
4	Other Allowance	4062	48744
5	Bonus	3800	45600
	<b>TOTAL 'A'</b>	26062	
<b>B</b>	<b>Flexible Benefit Plan *</b>		
1	Telephone Reimbursement	0	0
2	Leave Travel Allowance	N/A	0
	<b>TOTAL 'B'</b>	0	
<b>C</b>	<b>Others</b>		
1	Company Contribution to Provident Fund(PF)	1800	21600
2	TimeSheet Linked Payout	0	0
	<b>TOTAL 'C'</b>		334344
	Employee Benefit Insurance ~	N/A	7000
	Gratuity	N/A	8656
	<b>TOTAL COST TO COMPANY</b>		<b>350000</b>
<b>* Flexible Benefits Plan are exempt from tax to the extent of Bills/Proofs produced and as admissible under Tax rules</b> <b>~ Employee Benefit Insurance covers a packaged cost of medical, life and personal accident insurance</b> <b>****Gratuity shall be paid as per The Payment of Gratuity Act, 1972</b>			

The Monthly portion of the salary will be paid by the 1st banking day of the next month, Taxable components of the Quarterly portion will be paid along with the Payroll for the Quarter-end months (June, Sept, Dec and March) and the Annual portion will be paid with March Payroll.

As part of the Company's prevalent Welfare Policy, each employee is suitably insured. Within 45 days of your employment, the Company would also take an insurance cover for you for life and accident for **Rs. 2500000** and a Medclaim policy for self **Rs. 300000**. Insurance covers would begin after the Insurance Company accepts and processes all information provided by you after joining. Any subsequent claims will be submitted by the employee to the Insurance Company and will be subject to the terms and conditions of the Insurance Company.

The Company provides for Gratuity benefits to all its employees.

For **Fujitsu Consulting India Private Limited,**  
**Sumit Sabharwal**  
**Head- Human Resources**

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**Declaration:**

I have read and understood all portions of Annexure- A. I accept the same

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

Date: \_\_\_\_\_

Employee Name \_\_\_\_\_  
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CELEBRATING 50 YEARS OF KINETIC

KEL/HR/TRAPTLTR/2022

January 02<sup>nd</sup> 2022

To

Mr. Kiran Ram Choudhari  
Dhamangaon, Ashti,  
Beed  
Contact No. 8847757736

Emp. No. 39972  
Dept: - 494-HD Rem @ C  
Joined w.e.f. 21/1/2022

Sub: Appointment as 'TRAINEE ENGINEER'

Dear Mr. Kiran

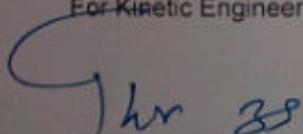
With reference to your application and subsequent interview you had with us, we are pleased to appoint you as 'Trainee Engineer' on the following terms and conditions:

- (i) During the training period of One Year, you will be paid a consolidated stipend of Rs. 10,000/- per month.
- (ii) You are requested to contact Personnel Dept. at our Ahmednagar Works within 7 days from the date of receipt of this letter, along with the documents listed below for the completion of your joining formalities:
  - 1) Two attested copies of the SSC Board Certificate.
  - 2) Two attested copies of the Qualification.
  - 3) Four recent I- Card size photographs.

You are requested to confirm your acceptance of the training by signing the attached copy & return it to us by indicating clearly the date of your joining our Company.

Thanking You.

Yours Faithfully,  
For Kineti Engineering Limited

  
SS Gulave  
General Manager (HR & Admin)

**KINETIC ENGINEERING LTD**

HEAD OFFICE:  
D-1 Block, 18/2, MIDC, Chinchwad,  
Pune, Maharashtra 411019

FACTORY:  
Nagar-Daund Road,  
Ahmednagar 414001

CONTACT:  
2022.01.05 16:33  
www.KineticIndia.com



**JOHN DEERE**

John Deere India Private Limited  
CIN - U74220PN1997PTC112441  
Unit: John Deere Pune Works  
Off Pune-Nagar Road, Sanaswadi  
Pune 412208, India

Tel: +91 (2137) 667111  
Fax: +91 (2137) 666837/ 666838

JDIP\2021\111311

Dt: 21-Oct-2021

**Prathamesh Sudhir Borude**  
**DEPT:5M Transmission**  
**P.S. No:111311**

Dear Prathamesh,

**Re: Completion of Diploma Apprentice Trainee Period**

This has reference to your appointment letter for the Diploma Apprentice Trainee period with us w.e.f. **13-Sep-19** to **12-Sep-20**.

On completion of your Diploma Apprentice Trainee period as per clause no 2 of your appointment letter, we relieve you as a Diploma Apprentice Trainee by close of the working hour's w.e.f. **12-Sep-20**.

Your dues, if any will be settled by our Accounts Department on production of the Clearance Certificate, duly completed.

**For John Deere India Private Limited – Pune Works**

**Authorized Signatory**

Encl: Service Certificate  
CC: Personal File



**JOHN DEERE**

John Deere India Private Limited  
CIN - U74220PN1997PTC112441  
Unit: John Deere Pune Works  
Off Pune-Nagar Road, Sanaswadi  
Pune 412208, India

Tel: +91 (2137) 667111  
Fax: +91 (2137) 666837/ 666838

JD IPL\2021\111311

Dt: 21-Oct-2021

**TO WHOMSOEVER IT MAY CONCERN**

**SERVICE CERTIFICATE**

NAME OF EMPLOYEE	Prathamesh Sudhir Borude
P. S. NO.	111311
DATE OF JOINING	13-Sep-19
DATE OF RELIEVING	12-Sep-20
REASON FOR LEAVING	Period Over
DESIGNATION	Diploma Apprentice Trainee
DEPARTMENT	5M Transmission
SECTION	Stores

**For John Deere India Private Limited – Pune Works**

 **Authorized Signatory**



# Klassic Wheels Limited (Unit-2)

(CIN : U29119PN1994PLC080196)

E-7 & E-8, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414111.

Tel. No. : 0241-2779415, 8378972846 E-mail : kwl@klassicwheels.com

KWL/2/TE/13340/2022

Date: 16<sup>th</sup> Aug. 2022

To,  
Mr. Rahul Nilkanth Deshmukh ,  
A/P- Balam Takali, Tal- Shevgaon,  
Dist- Ahmednagar,  
Pincode – 414504.  
Sub: - Appointment Letter

Dear Mr. Rahul ,

We are pleased to inform you that you have been selected as –**Trainee Engineer – Quality Dept.** “in our company as per following Terms and Conditions:-

1. You will be paid a salary of Rs 1,56,000/- Lac CTC per Annam. All statutory deductions will be applicable.
2. Your appointment takes effect from date of joining Your Probation period not found satisfactory. You will be six months , depends on your performance. If performance less it will be extended for next six months. The decision of the company with regard to the extension of probation, confirmation or otherwise shall be final and binding.
3. Your initial posting will be in Klassic Wheels Ltd, Ahmednagar. You are, however, liable to be transferred to anywhere in India / posted from one work place of the Company to any other establishment / branches / related companies now in existence or that may come up in future without any additional remuneration. You are also liable to be transferred from one department to another as per companies requirement. Your refusal to carry out such orders will constitute misconduct.
4. You will obligate by the rules and regulations made by the management from time to time . Company and the instructions given to time to you and by the management.
5. In case you wish to discontinue your services, you have to give one month notice in advance or one month salary. The Management can terminate your services by giving you Three month notice or Three month salary in lieu thereof.

Please sign the duplicate copy of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long association with you.

Thanking you,  
Yours truly,

  
Authorized Signatory

Accepted the a foresaid conditions 



सत्यमेव जयते



**GOVERNMENT OF MAHARASHTRA**  
**State Common Entrance Test Cell, Maharashtra State, Mumbai**  
**8th Floor, New Excelsior Building, A.K. Nayak Marg, Fort, Mumbai-400001.(M.S.)**  
**Seat Acceptance Status Form for Admission to First Year Post Graduate Technical**  
**Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022**

**Application ID : MB21143628****Version No : 1****Personal Details**

<b>Full Name</b>	JADHAV MAHENDRA BAPURAO		
<b>Gender</b>	Male	<b>Date of Birth</b>	07-09-1985
<b>Type of Candidature</b>	Maharashtra State Candidate - Type A	<b>Home University</b>	Savitribai Phule Pune University
<b>Category</b>	OPEN	<b>Category for Admission</b>	OPEN
<b>Linguistic Minority</b>	N.A	<b>Religious Minority</b>	N.A
<b>Person with Disability</b>	N.A.	<b>TFWS Status</b>	Yes
<b>EWS</b>	N.A.	<b>Orphan</b>	N.A.
<b>SSC Aggregate</b>	<b>58.27 %</b>	<b>HSC Aggregate</b>	<b>58.54 %</b>
<b>Qualifying Exam</b>	Graduate	<b>Graduate Aggregate</b>	58.80 %

**Merit Status**

<b>All India Merit No</b>	<b>State General Merit No</b>	<b>University General Merit No</b>
29499	27719	Savitribai Phule Pune University-9511

**Provisional Allotment Details for CAP Round - I**

<b>Institute Allotted</b>	6628-Dattakala Group Of Institutions, Swami - Chincholi Tal. Daund Dist. Pune		
<b>Course Allotted</b>			
<b>Choice Code Allotted</b>	662810111		
<b>Seat Type Allotted</b>	TFWS	<b>Pref No Allotted</b>	8

**Seat Acceptance Details**

<b>Seat Acceptance Status:</b>	<b>Freeze</b>
<b>Seat Acceptance Confirmation Details:</b>	<b>Confirmed (MB21143628)</b>
<b>Seat Acceptance Payment Details</b>	

<b>Payment Status</b>	Successful
<b>Paid Amount (Rs.)</b>	1000/-
<b>Bank Reference ID</b>	pay_IU8njgAhrKxZL( 1000)

**Declaration :** I have read all the rules of admission and on understanding these rules ,I have filled this Seat Acceptance form for First Year Post Graduate Technical Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022.The information given by me in this application is true to the best of my knowledge & belief.If at later stage,it is found that i have furnished wrong information and/or submitted false certificate(s),i am aware that my admission stands cancelled and fees paid by me will be forfeited.Further i will be subject to legal and/or penal action as per the provisions of the law.

<b>Date:</b> 06-12-2021	<b>Signature of Candidate</b> (JADHAV MAHENDRA BAPURAO) 
<b>Place :</b>	

<b>Confirmed On:</b> 06-12-2021 09:33:06 AM	<b>Confirmed By:</b> MB21143628
<b>Printed On :</b> 06-12-2021 03:03:08 PM	<b>Printed By:</b> MB21143628
<b>Last Modified On :</b> 06-12-2021 09:33:06 AM	<b>Last Modified By:</b> MB21143628

**IMPORTANT INSTRUCTIONS :**

1. Check the allotment made in the CAP Round I through candidate's Login & Verify the correctness of the credentials used in seat allotment made to him/her in CAP round I as per the Rules & Regulations.
2. Candidate shall ensure through login that his/her claims related with Qualifying Marks, category, gender, reservation, special reservation made by himself/herself in the applications form are correct and the relevant documents uploaded to substantiate his/her claims are authentic and correct.
3. After ensuring the correctness of the allotment, candidates shall pay the seat acceptance fee through online mode for the purpose of accepting the allotted seat.
4. Allotment is made to the candidate based on the claims made by him/her in the applications form. If candidate found that the claim made by him is not correct during self verification of the allotment, and if he wants to correct the error/discrepancy, the candidate shall report the grievance by e-Scrutiny center without fail.
5. In later stage, if it is found that the seat allotted to the candidate on the false claims made in the application by the candidate, then such allotment/admission taken in the allotted institute shall be cancelled automatically.
6. Reporting dates for admission in the allotted Institute **06-12-2021** to **08-12-2021 Upto 05.00 P.M**

**URL:** [https://mba21cap.mahacet.org.in/cetmba21/mba21/index.php/candidateSelfArc/rec\\_arc\\_fr\\_sl\\_fit\\_status?id=MTQzNjI4&rnd=MQ=&s=1](https://mba21cap.mahacet.org.in/cetmba21/mba21/index.php/candidateSelfArc/rec_arc_fr_sl_fit_status?id=MTQzNjI4&rnd=MQ=&s=1)



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)  
GANESHKHIND, PUNE 411 007.

STATEMENT OF MARKS/GRADES FOR M. E. (2017 Pattern)  
May-2020

SEAT NO. 12268 CENTRE 64 PERM REG. NO.: 77801592M  
NAME WALAKE SHUBHAM BALASAHEB MOTHER : VAISHALI  
COLLEGE 64-VISHWABHARATI COLL. OF ENGG., SAROLA, AHMEDNAGAR  
MECHANICAL (DESIGN ENGINEERING) (B02)

	Grd	Crđ	Grđ	Crđ	Pnt	Pnt
	Crđ	Grđ	Pnt	Crđ	Pnt	Pnt
602213-OPTIMIZATION TECHNIQUES	4	C	7	28		
602214-MECHANICAL MEASUREMENTS AND CONTROLS	4	C	7	28		
602215-Elective	5	B	8	40		
~INDUSTRIAL TRIBOLOGY-I						
~INDUSTRIAL TRIBOLOGY-II						
~PRODUCT LIFE CYCLE MANAGEMENT						
602216-SEMINAR-II	4	B	8	32		
* 602217-PROJECT STAGE-I	8	A	9	72		
Third Semester SGPA : 8.000 Credits Earned/Total : 25/25						
Total Credit Points: 200						
* 602218-SEMINAR-III	5	A	9	45		
* 602219-PROJECT WORK STAGE-II	20	A	9	180		
Fourth Semester SGPA : 9.000 Credits Earned/Total : 25/25						
Total Credit Points: 225						

M. E. Second Year Total Credits Earned : 50/50

C. G. P. A. : 7.810 FIRST CLASS WITH DISTINCTION

Director,

Board of Examinations & Evaluation

1889

DATE : 10-Nov-2020



Est'd 1983

Amrutvahini Sheti and Shikshan Vikas Sanstha's

# Amrutvahini College of Engineering, Sangamner

- Approved by AICTE, New Delhi
- Permanently Affiliated to S. P. P. U., Pune
- Accredited three times by NBA, New Delhi
- "A" Grade by NAAC
- ISO 9001 : 2015 TUV-SUD Certified

- AICTE ID : 1-7576531
- D.T.E. Code : EN5162
- SPPU ID : PU/AN/Engg-024/1983
- A.I.S.H.E. Code (Ref.No.) : C-41515
- Nodal Center of ISRO IIRS, Deharadun

Best Engineering College (Professional-Rural) Award (2020-21) by Savitribai Phule Pune University, Pune

Ref: AE/ME/PhD/2021-22/ 4063

Date: 04/05/2022

Appendix 'C'

## Provisional Admission / Registration

To

**Mr. Dattu Balu Ghane**

Government Polytechnic, Awasari Khurd,  
A/P- Awasari Khurd, Tal.- Ambegaon,  
Dist.- Pune.

Subject: Your application for Registration for Ph. D. dated 24/03/2022

Dear **Mr. Dattu Balu Ghane**, I am happy to inform you that you have been provisionally admitted to the Ph.D. Programme in **Mechanical Engineering** (subject) **Science & Technology** (Faculty) of the Savitribai Phule Pune University with effect from 24/03/2022. Your place of research will be **Amrutvahini College of Engineering, Sangamner**.

Your proposal is being forwarded to the University office for approval of the research topic. Your admission/ registration will be confirmed after the University authorities approve the research topic.

Your presentation is scheduled at **09:30 am** onwards on **Monday** (day), **09/05/2022** (date).

Yours faithfully,

Director / Head  
Place of Research

Copy to:

- The Dy. Registrar (Ph.D Unit), Savitribai Phule Pune University, Pune 411 007.
- The Guide: Dr. V. D. Wakchaure

Amrutvahini College of Engineering, Sangamner

3.The Co-Guide : Prof./Dr. \_\_\_\_\_



# Diploma in Advanced Computing

## PERFORMANCE STATEMENT

(Duration : September 29, 2020 to April 23, 2021)

Name of the Student : Deshmukh Mayur Makarand

Name of the Centre : Institute for Advanced Computing and  
Software Development, Akurdi, Pune

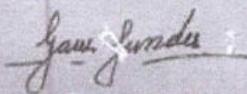
Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Concepts of Programming, Operating System & Software Engineering	100	76
2.	Object Oriented Programming with Java	100	59
3.	Algorithms and Data Structures (Using Java)	100	55
4.	Database Technologies	100	64
5.	Web Programming Technologies	100	59
6.	Web-based Java Programming	100	62
TOTAL		600	375

Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

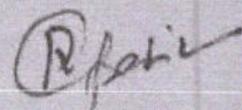
Result : Pass	Grand Total : 375 / 600	Percentage : 62.50 %	Grade : B
---------------	-------------------------	----------------------	-----------

Deshmukh Mayur Makarand has been awarded Grade B for Project Work, Grade A for General Aptitude & Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%



Gaur Sunder  
Associate Director & HoD  
C-DAC ACTS, Pune



Wg Cdr PVC Patil (Retd)  
Executive Director  
IACSD Akurdi, Pune



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)  
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MECHANICAL (DESIGN ENGINEERING) (B02)

	Grd	Crd	Pnt	Pnt
	Grd	Crd	Pnt	Pnt
602213-OPTIMIZATION TECHNIQUES	4	C	7	28
602214-MECHANICAL MEASUREMENTS AND CONTROLS	4	C	7	28
602215-Elective	5	B	8	40
~INDUSTRIAL TRIBOLOGY-I				
~INDUSTRIAL TRIBOLOGY-II				
~PRODUCT LIFE CYCLE MANAGEMENT				
602216-SEMINAR-II	4	B	8	32
* 602217-PROJECT STAGE-I	8	A	9	72
Third Semester SGPA : 8.000 Credits Earned/Total : 25/25				
Total Credit Points: 200				
* 602218-SEMINAR-III	5	A	9	45
* 602219-PROJECT WORK STAGE-II	20	A	9	180
Fourth Semester SGPA : 9.000 Credits Earned/Total : 25/25				
Total Credit Points: 225				

M. E. Second Year Total Credits Earned : 50/50

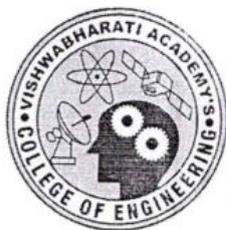
C. G. P. A. : 7.810 FIRST CLASS WITH DISTINCTION

Director,

Board of Examinations & Evaluation

1869

DATE : 10-Nov-2020



Ref. No. VACCEA/Mech./2022/220

LETTER OF RECOMMENDATION

DATE:-02<sup>nd</sup> Sept. 2022

To whom so it may concern

Sarang Ambadas Jadhav has been our most promising and persistent student, so it gives me great pleasure to write this letter of recommendation on his behalf as the college principal at Vishwabharti Academy. I am pleased to recommend Sarang Ambadas Jadhav for admission to your esteemed university's Master's program.

I have known him for more than four years since he joined our college for his undergraduate degree in Mechanical Engineering. With his determination and willingness to work hard, he is one of the most favorable, optimistic, and bright students ever encountered.

The fact that I recall Sarang among the numerous students who pass through our university halls of higher education indicates his remarkable capacity to leave an impression on others with his skills, qualities, and accomplishment. His participation in discussions, organizational prowess, and ability to interact with others while learning new information has revealed a careful process in his growth and development. His interactions and discussions during the lectures and practicals demonstrated his interest in learning and level of curiosity. He has enthusiastically taken part in and gained valuable experience from ingenuity-demanding competitions like lathe war, paper presentations, and numerous other activities held on and off campus.

His Project work viz Development and Performance Evaluation of Air washer based on solar was one of the remarkable efforts which he showcased in it. Everyone appreciated his analytical outlook and evaluative approach. The detailed documentation and spectacular presentation combined with good research and analysis were noticed by everyone. Moreover, he has proactively arranged and participated in many seminars in the mechanical department of his college and has been a part of many extracurricular activities, including cultural activities, numerous sports tournament, and many more. He has represented the college in athletics and the arts and has consistently shown strong organizational and leadership skills.

Keeping in mind all the facts stated above, I believe that your esteemed university is the ideal place for him to pursue a Master's degree and achieve the desired success he is aiming for. Wishing him grand success in his future endeavors.

Regards,

*Dhongde*  
2/09/2022  
Prof. V.S. Dhongde

Designation: Principal

Contact no. 9049067000

Email id: principal\_vaccea@yahoo.com



*Received*  
*R. Sinhas/A*  
02/01/23



Dr. Babasaheb Ambedkar Marathwada University  
University Campus, Aurangabad-431004, Maharashtra(India), Recognized by UGC U/s 2(f) and  
12(B), NAAC Reaccredited with 'A' Grade

**Statement of Grade for Faculty of Commerce and Management M.B.A.(Marketing)-Affiliated  
P-2018-Second Year(Fourth Semester) Examination: Apr/May-2022**

Name: **DOIFIDE SIDDHESHVAR ASHOK** Mother's Name: **KAIKAYEE**  
PRN: **2020015200872442** Seat Number: **GMBAM401025**  
College: **Shri Sai Institute Of Management and Research, Aurangabad (578)**  
Exam Center: **501** Exam Venue Code: **565**

Paper Code	Paper Name	Credits	Grade Obtained	Grade Points	Earned Gr Points	Remark
<b>Fourth Semester</b>	<b>Seat Number : GMBAM401025</b>	<b>Exam: Apr/May-2022</b>				
MANB 507	Business Policies and Strategic Management	4.00	B	5.49	21.96	E,C
MANB 508	DSS and MIS	2.00	B+	5.99	11.98	E,C
MANB 509	Entrepreneurship Development	4.00	B	5.49	21.96	E,C
MANB 510	Quality Management	4.00	F	0.00	0.00	N,C
MANB 511	Indian Economy	4.00	B+	5.99	23.96	E,C
MANB 552	Major Project	8.00	A	6.99	55.92	E,C
<b>Credits:--</b>	<b>EGP:--</b>	<b>SGPA:--</b>	<b>Status:FAIL</b>		<b>Grade:--</b>	
<b>Third Semester (Seat No: GMBAM301007 Exam Event: Apr-2022)</b>						
<b>Credits:32.00</b>	<b>EGP:259.68</b>	<b>SGPA:8.12</b>	<b>Status:PASS</b>		<b>Grade:A++</b>	
<b>Second Semester (Seat No: GMBA201013 Exam Event: Oct-2021)</b>						
<b>Credits:30.00</b>	<b>EGP:259.76</b>	<b>SGPA:8.66</b>	<b>Status:PASS</b>		<b>Grade:A++</b>	
<b>First Semester (Seat No: GMBA101184 Exam Event: Oct-2020)</b>						
<b>Credits:32.00</b>	<b>EGP:263.76</b>	<b>SGPA:8.24</b>	<b>Status:PASS</b>		<b>Grade:A++</b>	
<b>Cumulative</b>	<b>Status : FAIL</b>					
	<b>Ordinance : Not Applied</b>					
Abbreviations: Gr: Grade, SGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Past Performance, N: Not Exempted						
Result Declared On: 14 Sep 2022						

**Disclaimer:**

- 1) These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- 2) This Provisional statement shall not be used for any other purpose other than admission, filling exam forms and redressal procedure.



**SAVITRIBAI PHULE PUNE UNIVERSITY**  
(formerly University of Pune)  
GANESHKHIND, PUNE 411007.



Branch : MASTER OF BUSINESS ADMINISTRATION (REV.2019) - APRIL 2022

SeatNo :48269

Centre: 0457

Perm Reg No(PRN) : 2052102358

Student Name : CHAKOR ASHWINI RAJENDRA

Mother Name : SUNITA

Col/Inst.Name : 0457 B.P.H.E. SOCIETY'S INSTITUTE OF MANAGEMENT STUDIES AHMEDNAGAR

**SUBJECT : HUMAN RESOURCE MANAGEMENT**

SEM	SUBCODE	SUBJECT NAME	INT GP	UEX	TOT	CREDITS	GRADE
1	101	GC-01 MANAGERIAL ACCOUNTING	40	46	86	P 03	A 027
	102	GC-02 ORGANIZATIONAL BEHAVIOUR	44	46	90	P 03	O 030
	103	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	37	48	85	P 03	A 027
	104	GC-04 BUSINESS RESEARCH METHODS	38	38	76	P 03	B 024
	105	GC-05 BASICS OF MARKETING	39	39	78	P 03	B 024
	106	GC-06 DIGITAL BUSINESS	38	50	88	P 03	A 027
	107	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	41	41	P 02	A 018
	109	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	46	46	P 02	O 020
	111	GE-UL-05 LEGAL ASPECTS OF BUSINESS	-	44	44	P 02	A 018
	113	GE-IL-01 VERBAL COMMUNICATION LAB	39	-	39	P 02	B 016
	116	GE-IL-04 MS EXCEL	40	-	40	P 02	A 018
	191	HUMAN RIGHTS - I	20	-	20	P 01	A !
	192	INTRODUCTION TO CYBER SECURITY - I	19	-	19	P 01	B !
	D-FOU-005	FOU-005 ELEMENTARY INFORMATION TECHNOLOGY	20	-	20	P 01	A 009
	D-FOU-006	FOU-006 ELEMENTARY BUSINESS ETIQUETTE	24	-	24	P 01	O 010
2	201	GC-07 MARKETING MANAGEMENT	40	27	67	* 03	C 021
	202	GC-08 FINANCIAL MANAGEMENT	24	23	47	* 03	E 015
	203	GC-09 HUMAN RESOURCES MANAGEMENT	39	34	73	* 03	B 024
	204	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	40	27	67	* 03	C 021
	205 HR	SC-HRM-01 COMPETENCY BASED HUMAN RESOURCE MANEGEME	40	27	67	* 03	C 021
	206 HR	SC-HRM-02 EMPLOYEE RELATIONS & LABOUR LEGISLATION	36	26	62	* 03	C 021
	207	GE-UL-07 CONTEMPORARY FRAMEWORKS IN MANAGEMENT	-	29	29	* 02	D 012
	209	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	31	31	* 02	C 014
	211	GE-UL-11 BUSINESS, GOVERNMENT & SOCIETY	-	35	35	* 02	B 016
	215	GE-IL-10 ENTREPRENEURSHIP LAB	44	-	44	* 02	A 018
	217 HR	SE-IL-HRM-01 LABOUR WELFARE	45	-	45	* 02	O 020
	221 HR	SE-IL-HRM-05 HR ANALYTICS	44	-	44	* 02	A 018
	291	HUMAN RIGHTS - II	20	-	20	* 01	A !
	292	INTRODUCTION TO CYBER SECURITY - II	19	-	19	* 01	B !
GRAND TOTAL(OUT OF1800)					1368		

SGPA : (1) 8.93 (2) 7.37

RESULT DATE : 14 November 2022

TOTAL : CREDITS 60 GRADE POINTS 489

The results published online are for immediate information only. These cannot be treated as original statement of marks, Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

**GOVERNMENT OF MAHARASHTRA**

**State Common Entrance Test Cell, Maharashtra State, Mumbai**  
**8th Floor, New Excelsior Building, A.K. Nayak Marg, Fort, Mumbai-400001.(M.S.)**  
**Seat Acceptance Status Form for Admission to First Year Post Graduate Technical**  
**Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022**

**Application ID : MB21143628****Version No : 1****Personal Details**

<b>Full Name</b>	JADHAV MAHENDRA BAPURAO		
<b>Gender</b>	Male	<b>Date of Birth</b>	07-09-1985
<b>Type of Candidature</b>	Maharashtra State Candidate - Type A	<b>Home University</b>	Savitribai Phule Pune University
<b>Category</b>	OPEN	<b>Category for Admission</b>	OPEN
<b>Linguistic Minority</b>	N.A	<b>Religious Minority</b>	N.A
<b>Person with Disability</b>	N.A.	<b>TFWS Status</b>	Yes
<b>EWS</b>	N.A.	<b>Orphan</b>	N.A.
<b>SSC Aggregate</b>	<b>58.27 %</b>	<b>HSC Aggregate</b>	<b>58.54 %</b>
<b>Qualifying Exam</b>	Graduate	<b>Graduate Aggregate</b>	58.80 %

**Merit Status**

<b>All India Merit No</b>	<b>State General Merit No</b>	<b>University General Merit No</b>
29499	27719	Savitribai Phule Pune University-9511

**Provisional Allotment Details for CAP Round - I**

<b>Institute Allotted</b>	6628-Dattakala Group Of Institutions, Swami - Chincholi Tal. Daund Dist. Pune		
<b>Course Allotted</b>			
<b>Choice Code Allotted</b>	662810111		
<b>Seat Type Allotted</b>	TFWS	<b>Pref No Allotted</b>	8

**Seat Acceptance Details**

<b>Seat Acceptance Status:</b>	Freeze
<b>Seat Acceptance Confirmation Details:</b>	Confirmed (MB21143628)

**Seat Acceptance Payment Details**

<b>Payment Status</b>	Successful		
<b>Paid Amount (Rs.)</b>	1000/-	<b>Bank Reference ID</b>	pay_IU8njgAlhrKxZL( 1000)

**Declaration :** I have read all the rules of admission and on understanding these rules ,I have filled this Seat Acceptance form for First Year Post Graduate Technical Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022.The information given by me in this application is true to the best of my knowledge & belief.If at later stage,it is found that I have furnished wrong information and/or submitted false certificate(s),I am aware that my admission stands cancelled and fees paid by me will be forfeited.Further I will be subject to legal and/or penal action as per the provisions of the law.

**Date:**06-12-2021**Signature of Candidate**

(JADHAV MAHENDRA BAPURAO)

**Place :****Confirmed On :**06-12-2021 09:33:06 AM**Confirmed By::**MB21143628**Printed On :**06-12-2021 03:03:08 PM**Printed By:**MB21143628**Last Modified On :**06-12-2021 09:33:06 AM**Last Modified By:**MB21143628**IMPORTANT INSTRUCTIONS :**

1. Check the allotment made in the CAP Round I through candidate's Login & Verify the correctness of the credentials used in seat allotment made to him/her in CAP round I as per the Rules & Regulations.
2. Candidate shall ensure through login that his/her claims related with Qualifying Marks, category, gender, reservation, special reservation made by himself/herself in the applications form are correct and the relevant documents uploaded to substantiate his/her claims are authentic and correct.
3. After ensuring the correctness of the allotment, candidates shall pay the seat acceptance fee through online mode for the purpose of accepting the allotted seat.
4. Allotment is made to the candidate based on the claims made by him/her in the applications form. If candidate found that the claim made by him is not correct during self verification of the allotment, and if he wants to correct the error/discrepancy, the candidate shall report the grievance by e-Scrutiny center without fail.
5. In later stage, if it is found that the seat allotted to the candidate on the false claims made in the application by the candidate, then such allotment/admission taken in the allotted institute shall be cancelled automatically.
6. Reporting dates for admission in the allotted Institute **06-12-2021 to 08-12-2021 Upto 05.00 P.M**



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)  
GANESHKHIND PUNE 411 007

STATEMENT OF MARKS / GRADES FOR M.E. (2017 Pattern)  
May-2022

SEAT NO. 11591 CENTRE 64 PERM. REG. NO.: 77100184D  
NAME GAIKWAD PRATIKSHA VINAYAK MOTHER: BHARATI  
COLLEGE/SCHOOL 64-VISHWABHARATI COLL. OF ENGG., SAROLA, AHMEDNAGAR  
COMPUTER (COMPUTER ENGINEERING) (101)

				Grd	Crđ	Grđ	Crđ	Pnt	Pnt
S10101-RESEARCH METHODOLOGY				4	C	7	28		
S10102-BIO-INSPIRED OPTIMIZATION ALGORITHMS				4	A	9	36		
S10103-SOFTWARE DEVELOPMENT AND VERSION CONTROL				4	A	9	36		
S10104-EMBEDDED AND REAL TIME OPERATING SYSTEMS				4	A	9	36		
S10105-Elective DATA MINING				5	B	8	40		
S10106-LABORATORY PROFICIENCY-I				4	A	9	36		
First Semester SGPA : 8.480 Credits Earned/Total : 25/25									
Total Credit Points: 212									
* S10108-OPERATIONS RESEARCH				4	C	7	28		
* S10109-SYSTEM SIMULATION AND MODELING				4	C	7	28		
* S10110-MACHINE LEARNING				4	B	8	32		
* S10111-Elective NETWORK SECURITY				5	A	8	40		
* S10112-SEMINAR-I				4	A	9	36		
* S10113-LABORATORY PROFICIENCY-II				4	A	9	36		
Second Semester SGPA : 8.200 Credits Earned/Total : 25/25									
Total Credit Points: 205									
M.E. First Year Total Credits Earned : 50/50									

Director

Board of Examinations & Evaluation

1306

DATE : 19-Sep-2022

Centre for Development of Advanced Computing  
(Scientific & Technological Ministry of Electronics and Information Technology, Government of India)

ID No. PU/AN/Engg./104/2008



COLLEGE OF ENGINEERING

AHMEDNAGAR - 414201.

Diploma in Advanced Computing

Approved by AICTE, New Delhi & DTE, Mumbai

Affiliated to University of Pune

PERFORMANCE STATEMENT

(Duration : March 08, 2022 to September 30, 2022)

Name of the Student : Solaskar Akshay Kishor

Name of the Centre : Lakshya, Bhubaneswar

Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Concepts of Programming & Operating System	100	72
2.	Object Oriented Programming with Java	100	86
3.	Algorithms and Data Structures (Using Java)	100	74
4.	Web Programming Technologies	100	75
5.	Database Technologies	100	75
6.	Microsoft .NET Technologies	100	73
7.	Software Development Methodologies	100	75
8.	Web-based Java Programming	100	78
TOTAL		800	608

Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

Result : Pass	Grand Total : 608 / 800	Percentage : 76.00 %	Grade : A
---------------	-------------------------	----------------------	-----------

Solaskar Akshay Kishor has been awarded Grade B for Project Work, Grade B for General Aptitude & Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

Gaur Sunder  
Associate Director & HoD  
C-DAC ACTS, Pune

Priyabrata Kar  
Chairman  
Lakshya, Bhubaneswar



## Centre for Development of Advanced Computing

(Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

**Jayashri Sase**

*has completed 900-hour full time Post Graduate Diploma course offered in the online mode by*

**USM's Shriram Mantri Vidyanidhi Info Tech Academy, Mumbai**

*the Authorized Training Centre (ATC) of*

**C-DAC's Advanced Computing Training School (ACTS), Pune**

*This course has the following compulsory modules*

- ◆ Database Technologies
- ◆ Web Programming Technologies
- ◆ Web-based Java Programming
- ◆ Microsoft .NET Technologies
- ◆ Project
- ◆ Concepts of Programming & Operating System
- ◆ Algorithms & Data structures (Using Java)
- ◆ Object Oriented Programming with Java
- ◆ Software Development Methodologies
- ◆ General Aptitude & Communication

*This course was conducted during the period March 08, 2022 to September 30, 2022.*

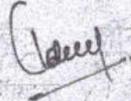
*Jayashri Sase has been examined and found proficient in the above modules*

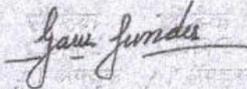
*and has been conferred*

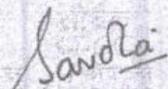
## PG Diploma in Advanced Computing

*with Grade C.*

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
**Col. A. K. Nath (Retd.)**  
Executive Director  
C-DAC, Pune

  
**Gaur Sunder**  
Associate Director & HoD  
C-DAC ACTS, Pune

  
**Mrs. Savita Thakur**  
Director  
SM VITA, Mumbai

B346732

Date : September 30, 2022



Place : Pune

2 2 0 3 4 4 5 2 0 0 3 4

  					
<p align="center"><b>Government of Maharashtra</b>  <b>State Common Entrance Test Cell, Mumbai.</b>  <b>8th Floor, New Excelsior Building, A. K. Nayak Marg, Fort, Mumbai- 400 001</b></p>					
<p align="center"><b>MBA/MMS CET 2021 Score Card</b></p>					
Roll No	2111123112	Application Number	215715549	Category	Open
*Candidate's Name: DHARKAR KADAMBARI DATTATRAY					
*Candidate's Father's / Husband's Name: DATTATRAY					
*Candidate's Mother's Name: SONALI					
MBA/MMS CET Percentile		75.2038099			
Date of the Result		29-Oct-2021			
IP address of the Computer from which Score Card downloaded:		106.66.226.42			
Date and Time of downloading the Score Card:		29-10-2021 21:51			
<p>* As filled in by the candidate in online application form</p> <ul style="list-style-type: none"> <li>· MBA/MMS CET Scores are Normalized Scores across Multi Day and Multi-Session Papers are based on the relative performance of all those candidates who have appeared for the examination in one session. The Marks obtained are transformed into a scale ranging from 100 to 0 for each Session of Examinees.</li> <li>· MBA/MMS CET Score is NOT the same as PERCENTAGE of Marks obtained.</li> </ul> <p>The detailed Process of Scoring Logic has been made available for the candidates on <a href="https://cetcell.mahacet.org/">https://cetcell.mahacet.org/</a> for reference.</p>					



**SAVITRIBAI PHULE PUNE UNIVERSITY**  
(formerly University of Pune)  
GANESHKHIND, PUNE 411007.



Branch : MASTER OF BUSINESS ADMINISTRATION (REV.2019) - APRIL 2022

SeatNo :48269

Centre: 0457

Perm Reg No(PRN) : 2052102358

Student Name : CHAKOR ASHWINI RAJENDRA

Mother Name : SUNITA

Col/Inst.Name : 0457 B.P.H.E. SOCIETY'S INSTITUTE OF MANAGEMENT STUDIES AHMEDNAGAR

**SUBJECT : HUMAN RESOURCE MANAGEMENT**

SEM	SUBCODE	SUBJECT NAME	INT GP	UEX	TOT	CREDITS	GRADE
1	101	GC-01 MANAGERIAL ACCOUNTING	40	46	86	P 03	A 027
	102	GC-02 ORGANIZATIONAL BEHAVIOUR	44	46	90	P 03	O 030
	103	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	37	48	85	P 03	A 027
	104	GC-04 BUSINESS RESEARCH METHODS	38	38	76	P 03	B 024
	105	GC-05 BASICS OF MARKETING	39	39	78	P 03	B 024
	106	GC-06 DIGITAL BUSINESS	38	50	88	P 03	A 027
	107	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	41	41	P 02	A 018
	109	GE UL 03 ENTREPRENEURSHIP DEVELOPMENT	-	46	46	P 02	O 020
	111	GE-UL-05 LEGAL ASPECTS OF BUSINESS	-	44	44	P 02	A 018
	113	GE-IL-01 VERBAL COMMUNICATION LAB	39	-	39	P 02	B 016
	116	GE-IL-04 MS EXCEL	40	-	40	P 02	A 018
	191	HUMAN RIGHTS - I	20	-	20	P 01	A !
	192	INTRODUCTION TO CYBER SECURITY - I	19	-	19	P 01	B !
	D-FOU-005	FOU-005 ELEMENTARY INFORMATION TECHNOLOGY	20	-	20	P 01	A 009
	D-FOU-006	FOU-006 ELEMENTARY BUSINESS ETIQUETTE	24	-	24	P 01	O 010
2	201	GC-07 MARKETING MANAGEMENT	40	27	67	* 03	C 021
	202	GC-08 FINANCIAL MANAGEMENT	24	23	47	* 03	E 015
	203	GC-09 HUMAN RESOURCES MANAGEMENT	39	34	73	* 03	B 024
	204	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	40	27	67	* 03	C 021
	205 HR	SC-HRM-01 COMPETENCY BASED HUMAN RESOURCE MANAGEME	40	27	67	* 03	C 021
	206 HR	SC-HRM-02 EMPLOYEE RELATIONS & LABOUR LEGISLATION	36	26	62	* 03	C 021
	207	GE-UL-07 CONTEMPORARY FRAMEWORKS IN MANAGEMENT	-	29	29	* 02	D 012
	209	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	31	31	* 02	C 014
	211	GE UL 11 BUSINESS, GOVERNMENT & SOCIETY	-	35	35	* 02	B 016
	215	GE-IL-10 ENTREPRENEURSHIP LAB	44	-	44	* 02	A 018
	217 HR	SE-IL-HRM-01 LABOUR WELFARE	45	-	45	* 02	O 020
	221 HR	SE-IL-HRM-05 HR ANALYTICS	44	-	44	* 02	A 018
	291	HUMAN RIGHTS - II	20	-	20	* 01	A !
	292	INTRODUCTION TO CYBER SECURITY - II	19	-	19	* 01	B !
GRAND TOTAL(OUT OF1800)					1368		

SGPA : (1) 8.93 (2) 7.37

RESULT DATE : 14 November 2022

TOTAL : CREDITS 60 GRADE POINTS 489

The results published online are for immediate information only. These cannot be treated as original statement of marks, Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.



Amrutvahini Sheti and Shikshan Vikas Sanstha's

# Amrutvahini College of Engineering, Sangamner

- Approved by AICTE, New Delhi
- Permanently Affiliated to S. P. U., Pune
- Accredited three times by NBA, New Delhi
- "A" Grade by NAAC
- ISO 9001 : 2015 TUV-SUD Certified

- AICTE ID : 1-7576531
- D.T.E. Code : ENS162
- SPPU ID : PU/AN/Engg-024/1983
- A.I.S.H.E. Code (Ref.No.) : C-41515
- Nodal Center of ISRO IIRS, Deharadun

Best Engineering College (Professional-Rural) Award (2020-21) by Savitribai Phule Pune University, Pune

Ref: AE/ME/PhD/2021-22/ 4063

Date: 04/05/2022

Appendix 'C'

## Provisional Admission / Registration

To

**Mr. Dattu Balu Ghane**

Government Polytechnic, Awasari Khurd,  
A/P- Awasari Khurd, Tal.- Ambegaon,  
Dist.- Pune

Subject: Your application for Registration for Ph. D. dated 24/03/2022

Dear **Mr. Dattu Balu Ghane**, I am happy to inform you that you have been provisionally admitted to the Ph.D. Programme in **Mechanical Engineering** (subject) **Science & Technology** (Faculty) of the Savitribai Phule Pune University with effect from 24/03/2022. Your place of research will be **Amrutvahini College of Engineering, Sangamner**.

Your proposal is being forwarded to the University office for approval of the research topic. Your admission/ registration will be confirmed after the University authorities approve the research topic.

Your presentation is scheduled at **09:30 am** onwards on **Monday** (day), **09/05/2022** (date).

Yours faithfully,

Director / Head  
Place of Research

Copy to

- The Dy. Registrar (Ph D Unit), Savitribai Phule Pune University, Pune 411 007.
- The Guide: Dr. V. D. Wakchaure  
Amrutvahini College of Engineering, Sangamner
- The Co-Guide : Prof./Dr. \_\_\_\_\_





Government of Maharashtra  
State Common Entrance Test Cell, Mumbai.  
8th Floor, New Excelsior Building, A. K. Nayak Marg, Fort, Mumbai- 400 001

MBA/MMS CET 2021 Score Card

Roll No	2111123112	Application Number	215715549	Category	Open
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*Candidate's Father's / Husband's Name: DATTATRAY					
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Date of the Result	29-Oct-2021				
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The detailed Process of Scoring Logic has been made available for the candidates on <https://cetcell.mahacet.org/> for reference.



Dr. Babasaheb Ambedkar Marathwada University  
University Campus, Aurangabad-431004, Maharashtra(India), Recognized by UGC U/s 2(f) and  
12(B), NAAC Reaccredited with 'A' Grade

**Statement of Grade for Faculty of Commerce and Management M.B.A.(Marketing)-Affiliated  
P-2018-Second Year(Fourth Semester) Examination: Apr/May-2022**

Name: **DOIFIDE SIDDHESHWAR ASHOK** Mother's Name: **KAIKAYEE**  
PRN: **2020015200872442** Seat Number: **GMBAM401025**  
College: **Shri Sai Institute Of Management and Research, Aurangabad (578)**  
Exam Center: **501** Exam Venue Code: **565**

Paper Code	Paper Name	Credits	Grade Obtained	Grade Points	Earned Gr Points	Remark
<b>Fourth Semester</b>	<b>Seat Number : GMBAM401025</b>	<b>Exam: Apr/May-2022</b>				
MANB 507	Business Policies and Strategic Management	4.00	B	5.49	21.96	E,C
MANB 508	DSS and MIS	2.00	B+	5.99	11.98	E,C
MANB 509	Entrepreneurship Development	4.00	B	5.49	21.96	E,C
MANB 510	Quality Management	4.00	F	0.00	0.00	N,C
MANB 511	Indian Economy	4.00	B+	5.99	23.96	E,C
MANB 552	Major Project	8.00	A	6.99	55.92	E,C
<b>Credits:--</b>	<b>EGP:--</b>	<b>SGPA:--</b>	<b>Status:FAIL</b>	<b>Grade:--</b>		
<b>Third Semester (Seat No: GMBAM301007 Exam Event: Apr-2022)</b>						
<b>Credits:32.00</b>	<b>EGP:259.68</b>	<b>SGPA:8.12</b>	<b>Status:PASS</b>	<b>Grade:A++</b>		
<b>Second Semester (Seat No: GMBA201013 Exam Event: Oct-2021)</b>						
<b>Credits:30.00</b>	<b>EGP:259.76</b>	<b>SGPA:8.66</b>	<b>Status:PASS</b>	<b>Grade:A++</b>		
<b>First Semester (Seat No: GMBA101184 Exam Event: Oct-2020)</b>						
<b>Credits:32.00</b>	<b>EGP:263.76</b>	<b>SGPA:8.24</b>	<b>Status:PASS</b>	<b>Grade:A++</b>		
<b>Cumulative</b>	<b>Status : FAIL</b>					
	<b>Ordinance : Not Applied</b>					
Abbreviations: Gr: Grade, SGPA: Semester Grade Point Average, CGPA: Cumulative Grade Point Average, EGP: Earned Grade Points, E: Exempted, C: Current Appearance, X: Past Performance, N: Not Exempted						
Result Declared On: 14 Sep 2022						

**Disclaimer:**

- 1) These marks/Grades and result information is purely a 'Provisional Statement of Marks/ Grade'.
- 2) This Provisional statement shall not be used for any other purpose other than admission, filling exam forms and redressal procedure.



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)

GANESHKHIND PUNE 411 007

STATEMENT OF MARKS / GRADES FOR M.E. (2017 Pattern)  
May-2022

SEAT NO. 11591 CENTRE 64 PERM. REG. NO.: 77100184D  
NAME GAIKWAD PRATIKSHA VINAYAK MOTHER: BHARATI  
COLLEGE/SCHOOL 64-VISHWABHARATI COLL. OF ENGG., SAROLA, AHMEDNAGAR  
COMPUTER (COMPUTER ENGINEERING) (IOI)

		Grd	Crd
		Crd	Pnt
510101-RESEARCH METHODOLOGY	4 C	7	28
510102-BIO-INSPIRED OPTIMIZATION ALGORITHMS	4 A	9	36
510103-SOFTWARE DEVELOPMENT AND VERSION CONTROL	4 A	9	36
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Director

Board of Examinations & Evaluation

1306

DATE : 19-Sep-2022

**GOVERNMENT OF MAHARASHTRA**

State Common Entrance Test Cell, Maharashtra State, Mumbai  
 8th Floor, New Excelsior Building, A.K. Nayak Marg, Fort, Mumbai-400001.(M.S.)  
 Seat Acceptance Status Form for Admission to First Year Post Graduate Technical  
 Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022

**Application ID : MB21143628**

Version No : 1

**Personal Details**

<b>Full Name</b>	JADHAV MAHENDRA BAPURAO		
<b>Gender</b>	Male	<b>Date of Birth</b>	07-09-1985
<b>Type of Candidature</b>	Maharashtra State Candidate - Type A	<b>Home University</b>	Savitribai Phule Pune University
<b>Category</b>	OPEN	<b>Category for Admission</b>	OPEN
<b>Linguistic Minority</b>	N.A.	<b>Religious Minority</b>	N.A.
<b>Person with Disability</b>	N.A.	<b>TFWS Status</b>	Yes
<b>EWS</b>	N.A.	<b>Orphan</b>	N.A.
<b>SSC Aggregate</b>	58.27 %	<b>HSC Aggregate</b>	58.54 %
<b>Qualifying Exam</b>	Graduate	<b>Graduate Aggregate</b>	58.80 %

**Merit Status**

<b>All India Merit No</b>	<b>State General Merit No</b>	<b>University General Merit No</b>
29499	27719	Savitribai Phule Pune University-9511

**Provisional Allotment Details for CAP Round - I**

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<b>Course Allotted</b>			
<b>Choice Code Allotted</b>	662810111		
<b>Seat Type Allotted</b>	TFWS	<b>Pref No Allotted</b>	8

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**Seat Acceptance Payment Details**

<b>Payment Status</b>	Successful		
<b>Paid Amount (Rs.)</b>	1000/-	<b>Bank Reference ID</b>	pay_IU8njgAihRkxZL( 1000)

**Declaration** : I have read all the rules of admission and on understanding these rules, I have filled this Seat Acceptance form for First Year Post Graduate Technical Courses in Management Admissions (MBA/MMS) for the year 2021 - 2022. The information given by me in this application is true to the best of my knowledge & belief. If at later stage, it is found that I have furnished wrong information and/or submitted false certificate(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subject to legal and/or penal action as per the provisions of the law.

Date: 06-12-2021

Signature of Candidate

(JADHAV MAHENDRA BAPURAO)

Place :



Confirmed On: 06-12-2021 09:33:06 AM

Confirmed By: MB21143628

Printed On: 06-12-2021 03:03:08 PM

Printed By: MB21143628

Last Modified On: 06-12-2021 09:33:06 AM

Last Modified By: MB21143628

**IMPORTANT INSTRUCTIONS :**

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2. Candidate shall ensure through login that his/her claims related with Qualifying Marks, category, gender, reservation, special reservation made by himself/herself in the applications form are correct and the relevant documents uploaded to substantiate his/her claims are authentic and correct.
3. After ensuring the correctness of the allotment, candidates shall pay the seat acceptance fee through online mode for the purpose of accepting the allotted seat.
4. Allotment is made to the candidate based on the claims made by him/her in the applications form. If candidate found that the claim made by him is not correct during self verification of the allotment, and if he wants to correct the error/discrepancy, the candidate shall report the grievance by e-Scrutiny center without fail.
5. In later stage, if it is found that the seat allotted to the candidate on the false claims made in the application by the candidate, then such allotment/admission taken in the allotted institute shall be cancelled automatically.
6. Reporting dates for admission in the allotted Institute **06-12-2021 to 08-12-2021 Upto 05.00 P.M**



**Centre for Development of Advanced Computing**  
(Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

**Jayashri Sase**

has completed 900-hour full time Post Graduate Diploma course offered in the online mode by

**USM's Shriram Mantri Vidyaniidhi Info Tech Academy, Mumbai**

the Authorized Training Centre (ATC) of

**C-DAC's Advanced Computing Training School (ACTS), Pune**

This course has the following compulsory modules

- ◆ Database Technologies
- ◆ Web Programming Technologies
- ◆ Web-based Java Programming
- ◆ Microsoft .NET Technologies
- ◆ Project
- ◆ Concepts of Programming & Operating System
- ◆ Algorithms & Data structures (Using Java)
- ◆ Object Oriented Programming with Java
- ◆ Software Development Methodologies
- ◆ General Aptitude & Communication

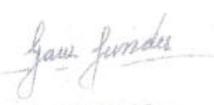
This course was conducted during the period March 08, 2022 to September 30, 2022.  
Jayashri Sase has been examined and found proficient in the above modules  
and has been conferred

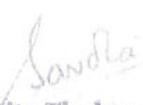
## PG Diploma in Advanced Computing

with Grade **C**.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
**Col. A. K. Nath (Retd.)**  
Executive Director  
C-DAC, Pune

  
**Gaur Sunder**  
Associate Director & HoD  
C-DAC ACTS, Pune

  
**Mrs. Savita Thakur**  
Director  
SM VITA, Mumbai

B346732

Date: September 30, 2022



Place: Pune

2 2 0 3 4 4 5 2 0 0 3 4



**Statement of Grade for Faculty of Education**  
**B.Ed. Second Year**  
**Examination: Apr/May-2022**



Name: **KAKDE SUNIL ARJUN (GANDHARIBAD)**

PRN: **2020015200967121**

Seat Number: **BED165272**

College: **Shikshaknete Shivajirao Patil College of Education, Bhendala, Gangapur (506)**

Exam Center: **GANGAPUR (508)**

Paper Code	Paper Name	Credits	Grade Obtained	Grade Points	Earned Gr Points	Remark
EDUCC VI	Knowledge and Curriculum	4.00	A	6.99	27.96	E.C
EDUCC VII	Learning & Teaching	4.00	A	6.99	27.96	E.C
EDUCC VIII A	Assessment for Learning	2.00	A	6.99	13.98	E.C
EDUCC VIII B	Creating an Inclusive School	2.00	A	6.99	13.98	E.C
Part-I (b)	Annual Lesson	1.00	O	10.00	10.00	E.C
EDUCC IX F	Science	2.00	A	6.99	13.98	E.C
EDUCC IX I	Mathematics	2.00	A+	7.99	15.98	E.C
Part-II (a)	Internal Assessment-Part II (a)	26.00	A++	8.99	233.74	E.C
Part-II (b)	Internal Assessment-Part II (b)	4.00	A++	8.99	35.96	E.C
EDUEC 1F	Environmental Education	4.00	A+	7.99	31.96	E.C
<b>Second Year</b>	<b>Credit: 51.00</b>	<b>EGP: 425.50</b>	<b>SGPA: 8.34</b>	<b>Status: PASS</b>	<b>Grade: A++</b>	
<b>B.Ed. First Year (Seat No: BED1611639 Exam Event: Apr-2021)</b>						
	<b>Total Credit: 42.00</b>	<b>EGP: 377.78</b>	<b>SGPA: 8.99</b>	<b>Status: PASS</b>	<b>Grade: A++</b>	
<b>Cumulative</b>	<b>Total Credits : 93.00</b>	<b>Total EGP : 803.28</b>	<b>CGPA : 8.64</b>	<b>Status : PASS</b>		
	<b>Grand Total : 1610/2000</b>	<b>Equivalent Percentage : 86.4 %</b>	<b>Grade : A++ (Excellent)</b>	<b>Ordinance : Not Applied</b>		
Abbreviations: Gr. Grade, SGPA - Semester Grade Point Average, CGPA - Cumulative Grade Point Average, EGP - Earned Grade Points, E - Exempted, C - Current Appearance, X - Past Performance, N - Not Exempted, UM - Unfair Means						

*(Signature)*



ID No. PU/AN/Engg./104/2008  
VISHWABHARATI ACADEMY'S  
COLLEGE OF ENGINEERING  
AHMEDNAGAR - 414201

Approved By AICTE, New Delhi & DTE, Mumbai  
Affiliated to Savitribai Phule Pune University

Ref. No. VACCEA/Mech./2022/220

## LETTER OF RECOMMENDATION

DATE:-02<sup>nd</sup> Sept. 2022

### To whom so it may concern

Sarang Ambadas Jadhav has been our most promising and persistent student, so it gives me great pleasure to write this letter of recommendation on his behalf as the college principal at Vishwabharti Academy. I am pleased to recommend Sarang Ambadas Jadhav for admission to your esteemed university's Master's program.

I have known him for more than four years since he joined our college for his undergraduate degree in Mechanical Engineering. With his determination and willingness to work hard, he is one of the most favorable, optimistic, and bright students ever encountered.

The fact that I recall Sarang among the numerous students who pass through our university halls of higher education indicates his remarkable capacity to leave an impression on others with his skills, qualities, and accomplishment. His participation in discussions, organizational prowess, and ability to interact with others while learning new information has revealed a careful process in his growth and development. His interactions and discussions during the lectures and practicals demonstrated his interest in learning and level of curiosity. He has enthusiastically taken part in and gained valuable experience from ingenuity-demanding competitions like lathe war, paper presentations, and numerous other activities held on and off campus.

His Project work viz Development and Performance Evaluation of Air washer based on solar was one of the remarkable efforts which he showcased in it. Everyone appreciated his analytical outlook and evaluative approach. The detailed documentation and spectacular presentation combined with good research and analysis were noticed by everyone. Moreover, he has proactively arranged and participated in many seminars in the mechanical department of his college and has been a part of many extracurricular activities, including cultural activities, numerous sports tournaments, and many more. He has represented the college in athletics and the arts and has consistently shown strong organizational and leadership skills.

Keeping in mind all the facts stated above, I believe that your esteemed university is the ideal place for him to pursue a Master's degree and achieve the desired success he is aiming for. Wishing him grand success in his future endeavors.

Regards,

Prof. V.S. Dhongde

Designation-Principal

Contact no. 9049067000

Email id.-principal\_vacoea@yahoo.com



Reviewed  
R. S. Chaudhary  
02/01/23

सी डैक  
CDAC

## Centre for Development of Advanced Computing

(Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

**Solaskar Akshay Kishor**

*has completed 900-hour full time Post Graduate Diploma course offered in the online mode by*

**Lakshya, Bhubaneswar**

*the Authorized Training Centre (ATC) of*

**C-DAC's Advanced Computing Training School (ACTS), Pune**

*This course has the following compulsory modules*

- ◆ Database Technologies
- ◆ Web Programming Technologies
- ◆ Web-based Java Programming
- ◆ Microsoft .NET Technologies
- ◆ Project
- ◆ Concepts of Programming & Operating System
- ◆ Algorithms & Data structures (Using Java)
- ◆ Object Oriented Programming with Java
- ◆ Software Development Methodologies
- ◆ General Aptitude & Communication

*This course was conducted during the period March 08, 2022 to September 30, 2022. Solaskar Akshay Kishor has been examined and found proficient in the above modules and has been conferred*

**PG Diploma in Advanced Computing**

*with Grade A.*

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
Col. A. K. Nath (Retd.)

Executive Director

C-DAC, Pune

  
Gaur Sunder

Associate Director & HoD

C-DAC ACTS, Pune

  
Priyabrata Kar

Chairman

Lakshya, Bhubaneswar

B347829

Date : September 30, 2022



Place : Pune

2 2 0 3 7 0 7 2 0 0 4 5

## PG Diploma in Advanced Computing

### PERFORMANCE STATEMENT

(Duration : March 08, 2022 to September 30, 2022)

Name of the Student : **Solaskar Akshay Kishor**

Name of the Centre : **Lakshya, Bhubaneswar**

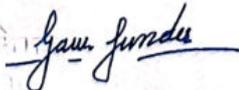
Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Concepts of Programming & Operating System	100	72
2.	Object Oriented Programming with Java	100	86
3.	Algorithms and Data Structures (Using Java)	100	74
4.	Web Programming Technologies	100	75
5.	Database Technologies	100	75
6.	Microsoft .NET Technologies	100	73
7.	Software Development Methodologies	100	75
8.	Web-based Java Programming	100	78
<b>TOTAL</b>		<b>800</b>	<b>608</b>

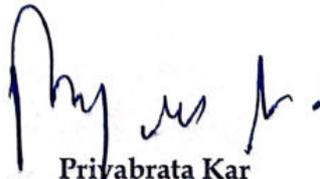
Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

Result : <b>Pass</b>	Grand Total : <b>608 / 800</b>	Percentage : <b>76.00 %</b>	Grade : <b>A</b>
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Solaskar Akshay Kishor has been awarded Grade B for Project Work, Grade B for General Aptitude & Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
Gaur Sunder  
Associate Director & HoD  
C-DAC ACTS, Pune

  
Priyabrata Kar  
Chairman  
Lakshya, Bhubaneswar

M289643

Date : September 30, 2022



Place : Pune

2 2 0 3 7 0 7 2 0 0 4 5

## Diploma in Advanced Computing

**PERFORMANCE STATEMENT**  
(Duration : September 29, 2020 to April 23, 2021)

Name of the Student : **Deshmukh Mayur Makarand**

Name of the Centre : **Institute for Advanced Computing and  
Software Development, Akurdi, Pune**

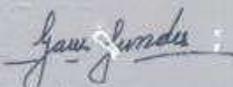
Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Concepts of Programming, Operating System & Software Engineering	100	76
2.	Object Oriented Programming with Java	100	59
3.	Algorithms and Data Structures (Using Java)	100	55
4.	Database Technologies	100	64
5.	Web Programming Technologies	100	59
6.	Web-based Java Programming	100	62
<b>TOTAL</b>		<b>600</b>	<b>375</b>

Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

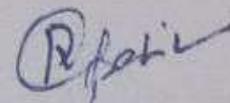
Result : <b>Pass</b>	Grand Total : <b>375 / 600</b>	Percentage : <b>62.50 %</b>	Grade : <b>B</b>
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Deshmukh Mayur Makarand has been awarded Grade B for Project Work, Grade A for General Aptitude & Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%



**Gaur Sunder**  
Associate Director & HoD  
C-DAC ACTS, Pune



**Wg Cdr PVC Patil (Retd)**  
Executive Director  
IACSD Akurdi, Pune

**M278264**

Date : April 23, 2021



Place : Pune

2 0 0 9 4 1 2 8 1 0 3 4



## Centre for Development of Advanced Computing

(Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

**Awesh Rafik Shaikh**

*has completed the 900-hour full time Post Graduate Diploma course offered online by*

**Centre for Development of Advanced Computing, Mumbai**

*This course has the following compulsory modules*

- ◆ Database Technologies
- ◆ Web Programming Technologies
- ◆ Web-based Java Programming
- ◆ Microsoft .NET Technologies
- ◆ Project
- ◆ Concepts of Programming & Operating System
- ◆ Algorithms & Data structures (Using Java)
- ◆ Object Oriented Programming with Java
- ◆ Software Development Methodologies
- ◆ General Aptitude & Communication

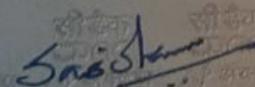
*This course was conducted during the period September 21, 2021 to April 16, 2022.*

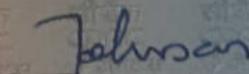
*Awesh Rafik Shaikh has been examined and found proficient in the above modules and has been conferred*

**PG Diploma in Advanced Computing**

*with Grade A.*

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
Dr. M. Sasikumar  
Executive Director  
C-DAC, Mumbai

  
Dr. C.P. Johnson  
Senior Director  
C-DAC, Mumbai

B343247

Date : April 16, 2022



Place : Mumbai

## PG Diploma in Advanced Computing

### PERFORMANCE STATEMENT

(Duration : September 21, 2021 to April 16, 2022)

Name of the Student : **Awesh Rafik Shaikh**

Name of the Centre : **Centre for Development of Advanced Computing, Mumbai**

Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Concepts of Programming & Operating System	100	68
2.	Object Oriented Programming with Java	100	72
3.	Algorithms and Data Structures (Using Java)	100	76
4.	Web Programming Technologies	100	81
5.	Database Technologies	100	81
6.	Microsoft .NET Technologies	100	73
7.	Software Development Methodologies	100	67
8.	Web-based Java Programming	100	75
<b>TOTAL</b>		<b>800</b>	<b>593</b>

Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

Result : <b>Pass</b>	Grand Total : <b>593 / 800</b>	Percentage : <b>74.13 %</b>	Grade : <b>A</b>
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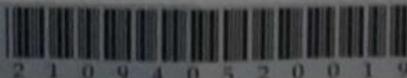
Awesh Rafik Shaikh has been awarded Grade A+ for Project Work, Grade A for General Aptitude & Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

**Dr. C.P. Johnson**  
Senior Director (Education & Training)  
C-DAC, Mumbai

M285339

Date : April 16, 2022



Place : Mumbai

2 1 0 9 4 0 5 2 0 0 1 9

**Receipt-Cum-Acknowledgement of Confirmation of Admission to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2018-19**

Application ID : **ME18103448**      Receipt No : **51791648**

**Personal Details**

Candidate Name	<b>GARAD VISHAL RAMDAS</b>		
Gender	<b>Male</b>	Date Of Birth	<b>09/09/1996</b>
Candidature Type	<b>Maharashtra - Type A</b>	Person with Disability	<b>Not Applicable</b>
Category	<b>Open</b>	Category for Admission	<b>Open</b>
Linguistic Minority	<b>Not Applicable</b>	Religious Minority	<b>Not Applicable</b>

**Admission Details**

Merit No	<b>7673</b>	Merit Marks	<b>2.13</b>
Institute Name	<b>5179 - Vishwabharati Academy's College of Engineering, Ahmednagar</b>		
Course Name	<b>Mechanical Engineering</b>		
Choice Code	<b>517961210</b>	Seat Type	<b>GOPENS</b>
Preference No.	<b>1</b>	Date of Admission	<b>14/08/2018</b>

**List of Documents Submitted at Institute**

Sr. No.	Document Name
1.	Certificate of Indian Nationality in the Name of the Candidate.
2.	Domicile Certificate of the Candidate showing his / her Domicile State is Maharashtra.
3.	Statement of Marks or Certificate of Passing SSC / Equivalent Examination.
4.	Statement of Marks or Certificate of Passing HSC / Equivalent Examination.
5.	Statement of Marks or Certificate of Passing Graduation Examination.
6.	Valid Score Card of GATE.

**Comments :** Admission Confirmed.

**Undertaking By Candidate**

I hereby agree to confirm to rules, acts and laws enforced by Government from time to time. I hereby undertake that so long as I am student of College / Institute, I will not behave in a manner which may result in compelling the authorities to take disciplinary action against me. I fully understand that the Principal / Director of College / Institute will have rights to expel, rusticate me from the institute, for any infringement of the rules prescribed by the college / institute / university / government and the undertaking given above. I also herewith undertake that, at later stage, if it is found that I have submitted false certificate(s)/document(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subjected to legal and/or penal action as per the provisions of the law.

Place : **A'Nagar**      Date : **14/08/18**

Printed On : **14/08/2018 2:37:45 PM**

*(Signature)*  
Signature of Candidate  
**GARAD VISHAL RAMDAS**

**Declaration by the College / Institute**

We hereby declare that, we are admitting this Candidate to our Institution for the academic year 2018-19 on verification of Candidate's Identity and all the required documents mentioned. The candidate has paid the Fees mentioned in this receipt. We also declare that the admission of Candidate is confirmed in presence of the Candidate.

Printed By : **5179**

Reported By : **5179**

Reported On : **14/08/2018 1:42:03 PM**



**V.S. Dhongde**  
**Asst. Prof.**      *(Signature)*  
Name, Designation and Signature of the Issuing Officer



**Centre for Development of Advanced Computing**  
 (Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

**Golekar Bharat Hanumant**

*has completed 24 weeks full time Post Graduate Diploma course offered at*  
**Institute for Advanced Computing and Software Development,**  
**Akurdi, Pune**

*the Authorized Training Centre (ATC) of*

**C-DAC's Advanced Computing Training School (ACTS), Pune**

*This course has the following compulsory modules*

- ◆ Operating System Concepts
- ◆ Advanced Web Programming
- ◆ Java Script Framework
- ◆ Java Technologies -I (Core Java)
- ◆ Database Technologies
- ◆ Aptitude & General English
- ◆ Software Application Development Tools & Techniques
- ◆ OOPs with C++ Programming
- ◆ Algorithm & Data structures
- ◆ Microsoft .NET
- ◆ Java Technologies -II (Web Based Java)
- ◆ Project
- ◆ Effective Communication
- ◆ Application Security & Testing

*This course was conducted during the period August 21, 2018 to February 02, 2019.*  
*Golekar Bharat Hanumant has been examined and found proficient in the*  
*above modules and has been conferred*

**PG Diploma in Advanced Computing**

*with Grade A.*

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

**Col. A. K. Nath (Retd.)**  
 Executive Director  
 C-DAC, Pune

**Mita Karajagi**  
 Senior Director & HoD  
 C-DAC ACTS, Pune

**Wg Cdr PVC Patil (Retd)**  
 Executive Director  
 IACSD Akurdi, Pune

**B317985**

Date February 02, 2019



1 8 0 8 4 1 2 2 0 0 6 7

Place Pune



## GOVERNMENT OF MAHARASHTRA

## STATE COMMON ENTRANCE TEST CELL, MAHARASHTRA STATE

8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

Receipt-cum-Acknowledgement for Admission to First Year Master's in Engineering &amp; Technology Admissions 2020-21

Application ID : ME20618012 Application Version No : 3

Alloted e-Scrutiny Center (e-SC) For e-Scrutiny : SC5161 - Dr. Vithalrao Vikhe Patil College of Engineering, Ahmednagar, 22/12/2020 11:06:57 PM

## Registration Category Details

Registration Category/Non Sponsored

## Personal Details

Candidate's Full Name: SHAIKH FARIDA ANJUM ABDUL WAHID  
 Father's Name: SHAIKH ADBUL WAHID ABDUL GANI  
 Mother's Name: SHAIKH KAUSAR ABDUL WAHID  
 Gender: Female  
 Date of Birth: 16/05/1999  
 Candidature Type: Maharashtra - Type A  
 Person with Disability: Not Applicable  
 Category: Open  
 Category for Admission: Open  
 Applied for EWS: No  
 Is Orphan Candidate: No  
 Minority Candidature Type: Yes - Religious Minority - Muslim  
 Application Fee Paid (₹): 1000/-



Nationality: Indian

## Qualification Details

Qualification	Marks Obtained	Marks Out Of	Percentage
Graduation (CGPA)	7.56	10.00	66.52
HSC Aggregate Marks	386.00	650.00	59.38
SSC Aggregate Marks	463.00	500.00	92.60
SSC Mathematics Marks	88.00	100.00	88.00
SSC Science Marks	94.00	100.00	94.00
SSC English Marks	92.00	100.00	92.00
Graduation Degree	B.E./B.Tech.	Graduation Branch	Computer Engineering
Graduation University	Savitribai Phule Pune University	Graduation Status	Passed
Graduation Passing Year	2020		

## GATE/GPAT Details

Discipline: Computer Science and Information Technology (CS)  
 Appearing Year: 2020 Registration No. / Roll No. CS20562022027  
 Marks: 15.33 Score: --

## Sponsorship Details

Company Name:  
 Address:  
 Mobile Number:  
 Telephone Number: -

## List of Documents Verified at e-Scrutiny Center

Sr. No.	Document Name
1.	Certificate of Indian Nationality in the Name of the Candidate.
2.	Domicile Certificate of the Candidate showing his / her Domicile State is Maharashtra.
3.	Declaration of the Candidate for the respective Linguistic / Religious Minority Community in Proforma - O <
4.	Statement of Marks or Certificate of Passing SSC / Equivalent Examination.
5.	Statement of Marks or Certificate of Passing HSC / Equivalent Examination.
6.	Graduation Mark sheet from recognized University.
7.	Valid Score Card of GATE.

Comments : Verified and Confirmed.

## Declaration

I have read all the rules of admission and on understanding these Rules, I have filled this Application Form for Admission to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic 2020-21. The information given by me in this application is true to the best of my knowledge & belief. If at later stage, it is found that I have furnished wrong information and/or forgery/Xerox copy or submitted false certificate(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subject to legal and/or penal action as per the provisions of the law.

Place : Date : 24/12/2020

Last Modified On : 23/12/2020 1:48:58 PM

Last Modified By : ME20618012, 157.33.20.6:60310

Signature of Applicant  
(SHAIKH FARIDA ANJUM ABDUL WAHID)

## For Office Use Only

Printed On : 24/12/2020 12:25:30 PM

Confirmed On : 23/12/2020 2:03:42 PM

Confirmed By : SC5161, 157.33.121.208:49570

Seal &amp; Signature of the Issuing SC Officer



**GOVERNMENT OF MAHARASHTRA**  
**STATE COMMON ENTRANCE TEST CELL, MAHARASHTRA STATE**  
 8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

Receipt-cum-Acknowledgement for Admission to First Year Master's in Engineering & Technology Admissions 2020-21

Application ID : **ME20617479** Application Version No : **4**

Alloted e-Scrutiny Center (e-SC) For e-Scrutiny **SC5160 - Sanjivani Rural Education Society's Sanjivani College of Engineering, Kopergaon**  
**22/12/2020 1:58:23 PM**

**Registration Category Details**

Registration Category **Non Sponsored**

**Personal Details**

Candidate's Full Name	<b>SHAIKH NIKHAT HAMID</b>	
Father's Name	<b>HAMID</b>	
Mother's Name	<b>SHEHNAZ</b>	
Gender	<b>Female</b>	
Date of Birth	<b>22/09/1997</b>	
Candidature Type	<b>Maharashtra - Type A</b>	
Person with Disability	<b>Not Applicable</b>	
Category	<b>Open</b>	
Category for Admission	<b>Open</b>	
Applied for EWS	<b>No</b>	
Is Orphan Candidate	<b>No</b>	
Minority Candidature Type	<b>Yes - Religious Minority - Muslim</b>	
Application Fee Paid (₹)	<b>1000/-</b>	
Nationality	<b>Indian</b>	

**Qualification Details**

Qualification	Marks Obtained	Marks OutOf	Percentage
Graduation (CGPA)	7.11	10.00	62.56
HSC Aggregate Marks	458.00	650.00	70.46
SSC Aggregate Marks	430.00	550.00	78.18
SSC Mathematics Marks	111.00	150.00	74.00
SSC Science Marks	60.00	100.00	60.00
SSC English Marks	76.00	100.00	76.00
Graduation Degree	<b>B.E./B.Tech.</b>	Graduation Branch	<b>Computer Engineering</b>
Graduation University	<b>Savitribai Phule Pune University</b>		
Graduation Passing Year	<b>2020</b>	Graduation Status	<b>Passed</b>

**GATE/G. / Details**

Discipline	<b>Computer Science and Information Technology (CS)</b>		
Appearing Year	<b>2020</b>	Registration No. / Roll No.	<b>CS20S62024104</b>
Marks	<b>7.33</b>	Score	<b>--</b>

**Sponsorship Details**

Company Name		Telephone Number	<b>--</b>
Address			
Mobile Number			

**List of Documents Verified at e-Scrutiny Center**

Sr. No.	Document Name
1.	Certificate of Indian Nationality in the Name of the Candidate.
2.	School Leaving Certificate of the Candidate showing his / her Place of Birth in the State of Maharashtra.
3.	Declaration of the Candidate for the respective Linguistic / Religious Minority Community in Proforma - O <
4.	Statement of Marks or Certificate of Passing SSC / Equivalent Examination.
5.	Statement of Marks or Certificate of Passing HSC / Equivalent Examination.
6.	Graduation Mark sheet from recognized University.
7.	Valid Score Card of GATE.

Comments : Confirmed

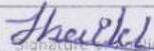
**Declaration**

I have read all the rules of admission and on understanding these Rules, I have filled this Application Form for Admission to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic 2020-21. The information given by me in this application is true to the best of my knowledge & belief. If at later stage, it is found that I have furnished wrong information and/or forgery/Xerox copy or submitted false certificate(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subject to legal and/or penal action as per the provisions of the law.

Place : \_\_\_\_\_ Date : **24/12/2020**

Last Modified On : **22/12/2020 3:04:40 PM**

Last Modified By : **ME20617479, 210.212.171.49:52011**

  
 (SHAIKH NIKHAT HAMID)

**For Office Use Only**

Printed On : **24/12/2020 11:48:57 AM**

Confirmed On : **22/12/2020 3:30:40 PM**

Confirmed By : **SC5160D, 136.232.34.102:33086**

Seal & Signature of the Issuing SC Officer

## Receipt-Cum-Acknowledgement of Confirmation of Admission to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21

Application ID : **ME20606662**      Receipt No : **51791671**

### Personal Details

Candidate Name	SONAWANE AKSHADA DIGAMBAR		
Gender	Female	Date Of Birth	15/03/1995
Candidature Type	Maharashtra - Type A	Person with Disability	Not Applicable
Category	SC	Category for Admission	SC
Applied for EWS	No	Applied for Orphan	No
Linguistic Minority	Not Applicable	Religious Minority	Not Applicable

### Admission Details

Merit No	4003	Merit Marks	11
Institute Name	5179 - Vishwabharati Academy's College of Engineering, Ahmednagar		
Course Name	Computer Engineering		
Choice Code	517924510	Seat Type	GOPENS
Preference No.	1	Date of Admission	12/01/2021

### List of Documents Submitted at Institute

Sr. No.	Document Name
1.	Certificate of Indian Nationality in the Name of the Candidate.
2.	Domicile Certificate of the Candidate showing his / her Domicile State is Maharashtra.
3.	Caste Certificate clearly mentioning the Category of the Candidate and also the remarks that the caste is recognised as backward class in the State of Maharashtra.
4.	Caste / Tribe Validity Certificate in the Name of the Candidate, issued by the Caste / Tribe Validity Committee of Maharashtra State.
5.	Statement of Marks or Certificate of Passing SSC / Equivalent Examination.
6.	Statement of Marks or Certificate of Passing HSC / Equivalent Examination.
7.	Graduation Mark sheet from recognized University.
8.	Valid Score Card of GATE.

Comments : Admission Confirmed

### Undertaking By Candidate

I hereby agree to confirm to rules, acts and laws enforced by Government from time to time. I hereby undertake that so long as I am student of College / Institute, I will not behave in a manner which may result in compelling the authorities to take disciplinary action against me. I fully understand that the Principal / Director of College / Institute will have rights to expel, rusticate me from the Institute, for any infringement of the rules prescribed by the college / institute / university / government and the undertaking given above. I also herewith undertake that, at later stage, if it is found that I have submitted false certificate(s)/document(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subjected to legal and/or penal action as per the provisions of the law.

Place : A. Nagole      Date : 12/1/2021

Saksharda

Signature of Candidate  
(SONAWANE AKSHADA DIGAMBAR)

Printed On : 12/01/2021 2:25:19 PM

### Declaration by the College / Institute

We hereby declare that, we are admitting this Candidate to our Institution for the Academic Year 2020-21 on verification of Candidate's Identity and all the required documents mentioned. The candidate has paid the Fees mentioned in this receipt. We also declare that the admission of Candidate is confirmed in presence of the Candidate.

Printed By : 5179

Reported By : 5179

Reported On : 12/01/2021 2:25:08 PM



Bobade A.C

Name, Designation and Signature of the Issuing Officer

[Signature]  
12/01/21

**First Year Masters in Engineering & Technology Admissions 2020****Seat Acceptance Form**

**GOVERNMENT OF MAHARASHTRA**  
**STATE COMMON ENTRANCE TEST CELL, MAHARASHTRA STATE**  
 8th Floor, New Excelsior Building, A.K.Nayak Marg, Fort, Mumbai-400001. (M.S.)

Receipt-cum-Acknowledgement of Seat Acceptance Form for Admission to First Year of Post Graduate  
 Technical Courses in Engineering and Technology for the Academic Year 2020-21

Application ID : **ME20618052** Version No : **1**

**Personal Details**

Candidate's Name	<b>TAMBOLI ANAM FARUK</b>		
Gender	<b>Female</b>	DOB (DD/MM/YYYY)	<b>22/01/1999</b>
Candidature Type	<b>Maharashtra - Type A</b>		
Category	<b>Open</b>	Category for Admission	<b>Open</b>
Applied for EWS	<b>No</b>	Applied for Orphan	<b>No</b>
Person with Disability	<b>Not Applicable</b>	Minority Candidature Type	<b>Religious Minority - Muslim</b>
SSC Percentage	<b>82.40</b>	HSC Percentage	<b>74.46</b>
Graduation Branch	<b>Computer Engineering</b>	Graduation Percentage	<b>71.72</b>
GATE/GPAT Discipline	<b>Computer Science and Information Technology (CS)</b>	GATE/GPAT Appearing Year	<b>2020</b>
GATE/GPAT Score	<b>--</b>	GATE/GPAT Marks	<b>6.33 (Out of 100)</b>
General Merit No	<b>5626</b>	General Merit Score	<b>6.33</b>
Sponsored Merit No	<b>--</b>	Sponsored Merit Score	<b>--</b>

**Provisional Allotment Details (CAP Round-I)**

Allotment Status	<b>Not Allotted in CAP Round-I</b>
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**Provisional Allotment Details (CAP Round-II)**

Institute Allotted	<b>5179 - Vishwabharati Academy's College of Engineering, Ahmednagar</b>		
Course Allotted	<b>517924510 - Computer Engineering</b>		
Seat Type Allotted	<b>PWDOPENS</b>	Preference No. Allotted	<b>1</b>
Institute Coordinator Name	<b>ANIKET CHANDRASHEKHAR BOBADE</b>	Coordinator Mobile No	<b>9075828067</b>

**Seat Acceptance Details**

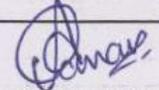
Status	<b>Auto Freeze</b>	Seat Acceptance Confirmation	<b>Confirmed</b>
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**Seat Acceptance Fee Details**

Payment Mode	Amount	Reference Number	Payment Date	Payment Status
Online	1000	100400019825	27/01/2021	Paid Online

**Declaration**

I have read all the rules of admission and on understanding these Rules, I have filled this Seat Acceptance Form for Admission to First Year of Post Graduate Technical Courses in Engineering and Technology for the Academic Year 2020-21. The information given by me in this application is true to the best of my knowledge & belief. If at later stage, it is found that I have furnished wrong information and/or submitted false certificate(s), I am aware that my admission stands cancelled and fees paid by me will be forfeited. Further I will be subject to legal and/or penal action as per the provisions of the law.

Place :	 Signature of Applicant <b>(TAMBOLI ANAM FARUK)</b>
Date : <b>27/01/2021</b>	
Printed On : <b>27/01/2021 4:40:28 PM</b>	



# SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)  
GANESHKHIND, PUNE 411 007.



## STATEMENT OF MARKS FOR DIPLOMA IN DISASTER MANAGEMENT

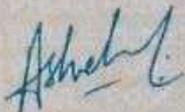
SEAT NO. **16318** CENTRE **006** PERM REG. NO.: **9082916318**  
 NAME **PATOLE RAHUL VISHWAS** MOTHER : **SUKHSAINA**  
 COLLEGE **808 BPHE-S-CRSD-ISWR, Ahmednagar**  
 YEAR : APR 2017

(Passing 40% in each subject)

	MAX MARKS	MIN MARKS FOR PASSING	MARKS OBTAINED
I ORGANISATION AND MANAGEMENT (PAPER I)	100	40	73
II FIRE FIGHTING AND RESCUE (PAPER II)	100	40	75
III INDUSTRIAL SAFETY, MEDICAL SERVICE AND HYGIENE (PAPER III)	100	40	72
IV CIVIL DEFENCE AND SOCIAL WORK (PAPER IV)	100	40	79
V PRACTICAL EXAMINATION (PAPER V)	50	25	33
<b>TOTAL (OUT OF 450)</b>			<b>332</b>

**RESULT : FIRST CLASS WITH DISTINCTION**

  
**Director**  
**BPHE-S-CRSD-ISWR**  
**Ahmednagar**



GRADES : 75% & ABOVE='O' / 55% & ABOVE='B'  
 65% & ABOVE='A' / 45% & ABOVE='C'

CONTROLLER OF EXAMINATIONS

STATEMENT NO.:

DATE : **05 JUL 2017**

## PG Diploma in Advanced Computing

### PERFORMANCE STATEMENT

(Duration : August 20, 2019 to February 01, 2020)

Name of the Student : Thorat Nikita Shirish

Name of the Centre : MET - IIT, Bhujbal Knowledge City, Nashik

Sr. No	Name of the Module	Maximum Marks	Marks Scored
1.	Operating System Concepts	100	75
2.	OOPs with C++ Programming	100	70
3.	Algorithm & Data structures	100	79
4.	Advanced Software Development Methodologies	100	71
5.	Advanced Web Programming	100	67
6.	MEAN Stack	100	76
7.	Database Technologies	100	83
8.	Java Technologies -I (Core java)	100	67
9.	Java Technologies -II (Web Based java)	100	64
10.	Microsoft .NET	100	75
<b>TOTAL</b>		<b>1000</b>	<b>727</b>

Marks Distribution: Theory 40%, Lab 40% and Internal 20%.

Result : Pass	Grand Total : 727 / 1000	Percentage : 72.70 %	Grade : A
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Thorat Nikita Shirish has been awarded Grade A for Project Work, Grade A for Aptitude & General English and Grade A for Effective Communication.

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
Aditya Kumar Sinha  
Associate Director & HoD  
C-DAC ACTS, Pune

  
Akash Thakur  
Centre Coordinator  
BKC, Nashik

M273226

Date : February 01, 2020



Place : Pune

1 9 0 8 4 7 3 2 0 0 5 4

**P:ACTS:PG-DAC:March:2023:230105461**

**Date : March 06, 2023**

**ROHIT UMESH WAZARKAR**  
N-11 B 54/1 HUDCO T.V CENTRE AURANAGABAD  
AURANGABAD, MAHARASHTRA- 431001  
09518306112

**Subject: Offer of Admission (provisional) to C-DAC's PG-Diploma Course March 2023 Batch**

Dear Candidate,

On behalf of Advanced Computing Training School (ACTS) of Centre for Development of Advanced Computing (C-DAC), we congratulate you on being one of the successful candidates selected for joining our PG-Diploma Course March 2023 batch.

As you know, C-DAC is a pioneering scientific research and development organization of Ministry of Electronics & Information Technology (MeitY), Government of India. ACTS, the education and training division of C-DAC, strives to inculcate academic excellence and R&D skills in its students. C-DAC's Post Graduate Diploma courses are fulltime courses of 900 hours (24 calendar weeks) with a unique syllabus designed in consultation with the ICT industry, and are delivered by experienced C-DAC faculties and ICT industry experts. Through lectures, lab practical, assignments, and project the courses help students in learning the tools and techniques to apply ICT in real -life projects and their work. C-DAC's, PG-Diploma courses and certifications in specialized domains are recognized by the

You have been allocated the following centre and course based on the rank in C-CAT and counseling round(s):

**Name of the Training Centre:** USMs Shriram Mantri Vidyanidhi Info Tech Academy  
**Address :** 5th Floor, Vidyanidhi School, Vidyanidhi Road, JVPD Scheme, Juhu  
Mumbai- 400049  
**Course:** PG Diploma in Advanced Computing(PG-DAC)

The admission to the PG-Diploma course is provisional subject to you fulfilling all the admission and the course-specific eligibility criteria such as education qualification, passing percentage etc.

We take this opportunity to wish you success in this endeavor and look forward to your dedicated involvement in the course to prepare yourself for a bright career in this advanced branch of Information Technology.

Please note that the course will commence on March 17, 2023 with Course Induction Program.

With regards,



**Gaur Sunder**  
**Associate Director & HoD - ACTS**

## NOTICE

1. It is incumbent upon candidate to prove that he/she meets the prescribed eligibility criteria at the time of taking admission at allocated centre. Issuance of C-CAT rank and allocation of seat does not automatically entitle a candidate to admission. In case a candidate is found to be ineligible during any stage of the admission process or course delivery, his/her admission will be cancelled with immediate effect.
2. Please note that the course Induction program will be held on March 17, 2023. Details of the Induction program and documents verification process will be shared by the allocated training centre in due course.
3. Your acceptance of admission to the course shall indicate your acceptance of rules/ regulations/ guidelines issued by C-DAC from time to time.

## DOCUMENT VERIFICATION

You are required to bring the following documents for document verification :

Originals and Self-attested copies of

1. Original Degree marksheet (all semesters),
2. Final Qualifying Degree Certificate,
3. Proof of Identity issued by Government of India
4. Two Color Passport size photographs not less than 3 months old with face fully visible

**Note:** Originals will be returned after verification.

सी डेक  
CDAC

**Centre for Development of Advanced Computing**  
(Scientific Society of the Ministry of Electronics and Information Technology, Government of India)

# CERTIFICATE

*This is to certify that*

***Dahatonde Abhijeet Mohan***

*has completed 600 hours full time online Diploma course offered by*

**Institute of Emerging Technologies, Pune**

*the Authorized Training Centre (ATC) of*

***C-DAC's Advanced Computing Training School (ACTS), Pune***

*This course has the following compulsory modules*

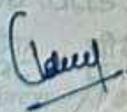
- ◆ Concepts of Programming
- ◆ Operating System
- ◆ Software Engineering
- ◆ Database Technologies
- ◆ Project
- ◆ Object Oriented Programming with Java
- ◆ Algorithms & Data structures (Using Java)
- ◆ Web Programming Technologies
- ◆ Web-based Java Programming
- ◆ General Aptitude & Communication

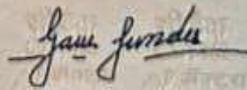
*This course was conducted during the period May 05, 2021 to September 30, 2021.  
Dahatonde Abhijeet Mohan has been examined and found proficient in the  
above modules and has been conferred*

**Diploma in Advanced Computing**

*with Grade A.*

Grade Scale : A+ >=85%, A >=70% to <85%, B >=60% to <70%, C >=50% to <60%, D >=40% to <50%, F <40%

  
**Col. A. K. Nath (Retd.)**  
Executive Director  
C-DAC, Pune

  
**Gaur Sunder**  
Associate Director & HoD  
C-DAC ACTS, Pune

  
**Sangram Patil**  
Director  
IET, Pune

**B338010**

Date : September 30, 2021



Place : Pune